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ABSTRACT

This report, based on data from Follow-up Information on North Dakota Education and Training (FINDET), describes the employment status of North Dakota University System (NDUS) graduates for the year 2000 who were employed in the state 1 year after graduation. Approximately half of these graduates were either employed in North Dakota or re-enrolled in North Dakota institutions 1 year after graduation. Approximately half remained in the state 1 year following graduation. More North Dakota residents remained in the state after graduation than did residents of other states. A significant portion of graduates from surrounding states also remained in North Dakota following graduation from an NDUS institution. A high proportion of programs, even those producing large numbers of graduates, retained significant percentages of their graduates in the state. More than half of all graduates retained in the state were employed in the services sector, and 60 percent of those were employed in health or educational services. Graduates of NDUS institutions made significant contributions to the private sector workforce, local government, and state government. Graduates at all levels earned a median monthly full-time wage of $2,147 1 year after graduation, slightly higher than the state median. There was a direct relationship between level of education and earnings. (SM)

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ED 481 702

North Dakota University System

Creating a University System for the 21st Century

Follow-up Report on 2001 Placements of 2000 North Dakota University System Graduates

June 2003

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Executive Summary

Some of the questions most often asked of the North Dakota University System relate to the status of graduates and program completers of our education institutions. Follow-up Information on North Dakota Education and Training (FINDET) is a consortium of several state agencies formed to provide answers to those questions. This report, based on FINDET data, describes the employment status of the North Dakota University System graduates, for the academic year 2000, who were employed in the state one year after graduation.

Approximately 53% of all the 2000 graduates were either employed in North Dakota or re-enrolled in North Dakota institutions one year after graduation. Nearly half (48.1%) of the graduates were directly accounted for in North Dakota in the databases available to FINDET for generating follow-up information. However, according to the North Dakota Department of Labor, between 6% and 15% of the state workforce at any time is employed in jobs not reported in the state's employment databases. This group includes individuals who are railroad employees or in various self-employed occupations, including farming. Job Service North Dakota also estimates that approximately 10 percent of the workforce is not reported currently. Assuming the 48.1% of graduates located by FINDET represents only 90% of the graduates remaining in the state (with the remaining 10% employed in jobs not reported in the state's employment database), the total number of graduates remaining in the state one year following graduation is approximately 53%.

As expected, a higher portion of North Dakota residents were found to remain in North Dakota after graduation than residents of other states. Assuming the 58.3% of the North Dakota graduates located and accounted for by FINDET represents only 90% of North Dakota residents remaining in the state one year after graduation (with the remaining 10% employed in jobs not reported in the state's employment database), the total North Dakota resident retention rate rises to 64.1%. These statistics dispel a common myth that a majority of the North Dakota University System graduates leave the state after graduation.

In addition to the North Dakota residents who graduated from a NDUS institution, a significant portion of the 2000 graduates from surrounding states also remained in North Dakota following graduation from one of the NDUS institutions. FINDET located 29.4% of Montana residents, 24% of Minnesota residents, and 36.1% of South Dakota residents in the state one year after graduation. When adjusted for jobs not in the states employment database, North Dakota retains 32.3% of students from Montana, 26.4% of students from Minnesota and 39.7% of students from South Dakota.

A high proportion of the programs, even those that produce a large number of graduates, retained significant percentages of their graduates in the state. Examples (unadjusted for the estimated 10 percent of the workforce not reported) include allied health (65.5%) teacher education and related areas (52%) and business and management related areas (55%).

More than half (unadjusted) of all graduates (52.8%) retained in the state were employed in the services sector of the economy and approximately 60% of those in the services sector were employed in health services (26.5%) or educational services (33.2%). An analysis of the employment data reveals that graduates from the various program areas of study were able to obtain employment in a wide range of industries.

Graduates of NDUS institutions make significant contributions not only to the private sector workforce (2,236 graduates), but also to local government, including school districts (449

graduates) and state government (276 graduates). A relatively large number of 2000 graduates produced from both baccalaureate programs (1,601) and from one and two-year programs (1,335) were retained in the state.

North Dakota University System graduates at all levels earned a median monthly full-time wage of $2,147 one year after graduation. This is more than the state median of $2,142 for all wage earners even though it represents only the beginning of the income-earning phase for most of the graduates. As such, the increased median wage of graduates, as they become established and progress in their profession, make a significant contribution to increased income and to the higher standard of living goal set forth by the North Dakota 2000 Committee in the Vision 2000 Report.

As might be expected, there is a direct relationship between level of education and earnings. Graduate degree program graduates earned more than four-year degree program graduates who, in turn, earned more than one and two-year program graduates, on average. Professional program (law, medicine, and pharmacy) graduates' median monthly wages are within the range of graduate programs. The income of graduates varied significantly not only by degree level, but also by area of study.

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Introduction

This report is based on information prepared by the Follow-up Information on North Dakota Education and Training (FINDET) Office at the request of the North Dakota University System. FINDET is an interagency cooperative arrangement established to assess some of the outcomes of education and training programs in North Dakota. The central purpose of FINDET is **to improve instructional and program planning decisions and to avoid unnecessary duplication of effort among state agencies.**

The cooperative entities that established the FINDET system include: the College Technical Education Council of the NDUS, Job Service North Dakota, North Dakota Association of Placement Personnel, North Dakota Department of Commerce (formerly Economic Development and Finance); North Dakota Department of Human Services, North Dakota Department of Labor, North Dakota Department of Public Instruction, North Dakota School-to-Work Opportunities System, North Dakota State College of Science (Special Initiatives Project), North Dakota Tech Prep, North Dakota University System, North Dakota Workers Compensation Bureau, North Dakota Workforce Development Council, State Board for Vocational and Technical Education, and the North Dakota Career Resources Network (formerly State Occupational Information Coordinating Committee).

The information presented in this report is intended to provide the members of the State Board of Higher Education and campus administrators with information useful in policy formulation, program planning decisions, and in student advising. In particular, the report provides answers to some of the most commonly asked questions of the University System, such as:

- What is happening to the graduates and program completers of our educational institutions?
- Where and in what industries are the graduates being employed?
- How many graduates are remaining in the state?
- What are the income levels being earned by graduates of different programs and degree levels?

The agencies and organizations that collaborated in establishing the FINDET system realize the importance of cooperation in providing useful and cost-effective information regarding program planning, advising, and accountability. Equally as important, the agencies and organizations supporting the FINDET system understand the importance of confidentiality. Consequently, safeguards have been established including specific legislation during the 1997 North Dakota Legislative Session to protect the privacy and confidentiality of personal information received or reported by the FINDET office. Further, as evidenced by the statistics in this report, the data provided by FINDET is focused on programs and not on individuals.

It should be noted that there is approximately a two-year time span from the month when the majority of graduates complete their degree (spring of the year) to the availability of job placement information for a specific year of graduates. Regular follow-up reports by FINDET for the NDUS are timed to provide follow-up information on graduates "one year after graduation." An additional four months are required to allow for the completion of the consolidation of the unemployment insurance wage and employer files (UI files) by Job Service North Dakota. After the matching of the UI files has been completed, the list of graduates "still

not located" is submitted to other sources (all by way of confidentiality agreements) in a series of data matching processes to locate as many of the graduates as possible using existing data bases. Those sources include the Department of Defense, the US Postal Service, and Federal Office of Personnel Management. The sequence of matching processes in addition to the analysis of results and the writing of the report add an additional several months to the report time schedule.

It should be noted that the interagency cooperation and processes used to produce the information in this report account for virtually the entire population of graduates from the North Dakota University System in 2000. The number of cases where the relevant information is "unknown" is very small in comparison to the size of the database--even in some of the worst case examples. For example, where state of residency is unknown in Table 4, only 153 cases were missing the necessary detail. This represents slightly more than 2 percent of the total database. The research methodology used in this report shows tremendous potential for further applications, such as following the movement of students between institutions within the North Dakota University System as proposed in the Student Progress and Achievement Reporting Cooperative.

For clarification and understanding, tables in this report should not be distributed without the methodological notes presented in Appendix B.

Profile of Graduates

This report provides information on the North Dakota University System graduates, for the academic year 2000, one year following their graduation. In order to generate the information in this report, the NDUS institutions provided the FINDET office with information on all graduates including information on the degree earned and the academic program completed. By using graduates' social security numbers, the FINDET office was able to match North Dakota University System records information with employment information provided by the ND Job Service. Job Service receives employment and compensation information on all individuals employed in the state except for individuals who are self-employed (e.g., farmers) or who are not covered by unemployment insurance (e.g., federal and railroad employees). The FINDET office links education and employment information to provide the important education outcome information found in this report.

The data in Table/Figure 1 shows that 6,938 students graduated from the North Dakota University System campuses during academic year 2000 (July 1, 1999 to June 30, 2000). Of those, 3,507 were males and 3,431 were females.

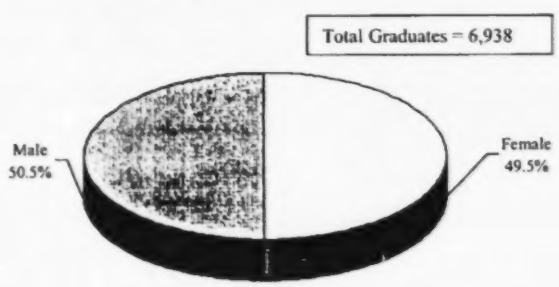
Table 1

North Dakota University System
Academic Year 2000 Graduates
by Gender

Gender	Graduates	Percent of Total
Female	3,431	49.5%
Male	3,507	50.5%
Total	**6,938**	**100.0%**

Figure 1

North Dakota University System
Academic Year 2000 Graduates
by Gender



Table/Figure 2 describes the race/ethnicity of graduates and shows that 93.5% (6,486) of the North Dakota University System graduates were classified as white. Only 2.1% were American Indian/Alaskan, and 1.7% Asian/Pacific Islanders.

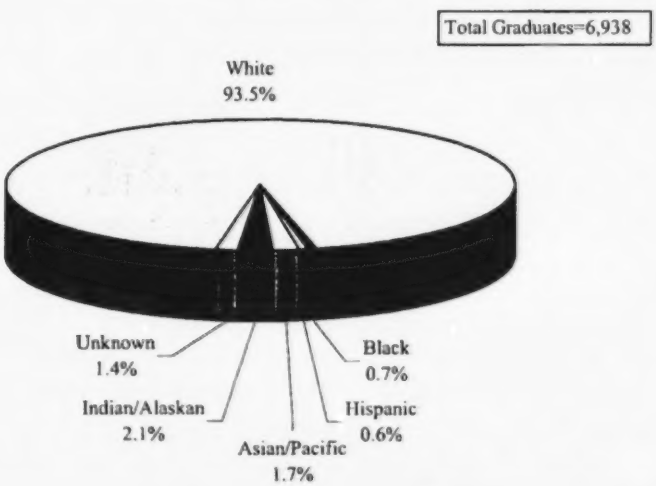
Table 2

North Dakota University System
Academic Year 2000 Graduates
by Race/Ethnicity

Race	Graduates	Percent of Total
Amer. Indian/Alaskan	148	2.1%
Asian/Pacific Islander	119	1.7%
Black	47	0.7%
Hispanic	39	0.6%
White	6,486	93.5%
Other	0	0.0%
Subtotal	**6,839**	**98.6%**
Race Unknown	99	1.4%
Total	**6,938**	**100.0%**

Figure 2

North Dakota University System
Academic Year 2000 Graduates
by Race/Ethnicity



The overwhelming majority of graduates (80.3%) were in the 20-29 age group (Table/Figure 3). Only 5.1% of the graduates were in the 40-49 age group while 1.6% of the graduates were 50 years and over. The average age is 25.6 years.

Table 3

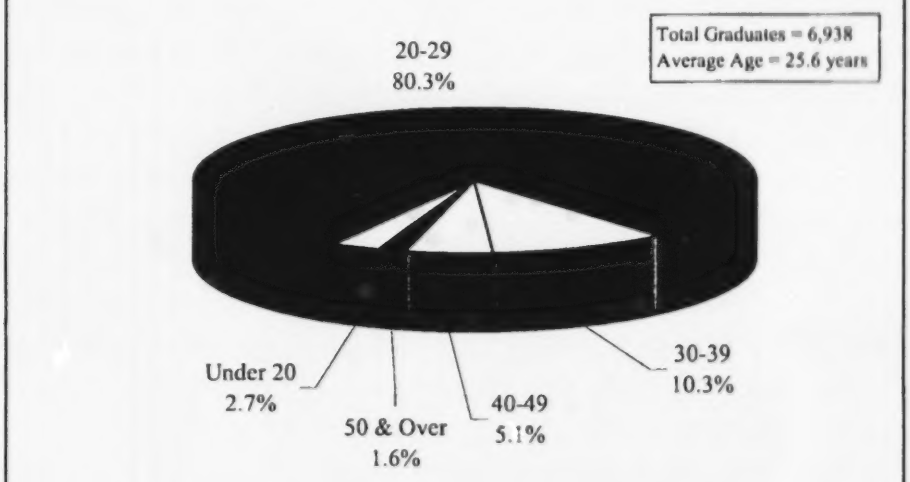
North Dakota University System
Academic Year 2000 Graduates
by Age Group

Age Group	Graduates	Percent of Total
Under 20	186	2.7%
20-29	5,568	80.3%
30-39	715	10.3%
40-49	351	5.1%
50 & Over	113	1.6%
Subtotal	**6,933**	**99.9%**
Age Unknown	5	0.1%
Total	**6,938**	**100.0%**

Average Age = 25.6 Years

Figure 3

North Dakota University System
Academic Year 2000 Graduates
by Age Group



A total of 69.6% of the graduates were North Dakota residents (Table/Figure 4), 16.5% were from Minnesota, 3.1% from Montana, and only 1.4% from South Dakota. Several factors seem to play a role in student migration into North Dakota, including population demographics, the proximity of North Dakota institutions to state borders, and the specific requirements of actual exchange agreements.

Table 4

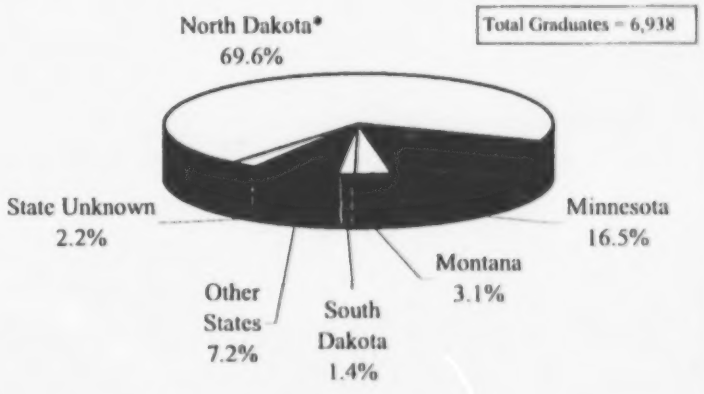
North Dakota University System
Academic Year 2000 Graduates
by State of Residency

State of Residency	Graduates	Percent of Total
North Dakota *	4,828	69.6%
Minnesota	1,142	16.5%
Montana	218	3.1%
South Dakota	97	1.4%
Other States	500	7.2%
Subtotal	**6,785**	**97.8%**
State Unknown	153	2.2%
Total	**6,938**	**100.0%**

* Includes military personnel stationed in North Dakota.

Figure 4

North Dakota University System
Academic Year 2000 Graduates
by State of Residency



* Includes military personnel stationed in North Dakota

As shown in Table/Figure 5, more than half (3,982 or 57.4%) of North Dakota University System graduates in academic year 2000 completed baccalaureate degree programs. Over 2,000 (2,007 or 28.9%) of all graduates completed certificate, diploma, or associate degree programs. A total of 759 (10.9%) completed graduate degree programs. The 190 professional program graduates comprised 2.7% of the total graduates in 2000. As defined by Board policy, certificate programs require at least 16 credit hours at the undergraduate level or 8 credit hours at the graduate level. In comparison, diploma programs were vocational/technical programs that require some general education coursework and were completed in two years or less. Associate degree programs include associate of arts and associate of science degree programs which primarily prepare students for transfer to baccalaureate level instruction as well as associate of applied science programs which prepare students to enter the workforce directly. Professional programs include medicine (M.D.), pharmacy (Pharm.D.), and law (Juris Doctor J.D.).

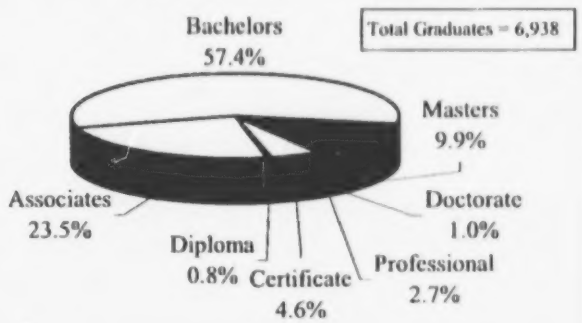
Table 5

North Dakota University System
Academic Year 2000 Graduates
by Degree Level

Degree Level	Graduates	Percent of Total
One and Two-Year Programs		
Certificate	321	4.6%
Diploma	57	0.8%
Associates	1,629	23.5%
Four-Year Programs		
Bachelors	3,982	57.4%
Graduate Programs		
Masters	688	9.9%
Doctorate	71	1.0%
Professional Programs		
Professional	190	2.7%
Total	**6,938**	**100.0%**

Figure 5

North Dakota University System
Academic Year 2000 Graduates
by Degree Level



The North Dakota University System uses the U.S. Department of Education's National Center for Education Statistics (NCES) six digit Classification of Instructional Programs (CIP) to classify or catalog academic programs. The CIP system provides a mechanism for grouping similar academic programs with somewhat different titles into one category and for identifying academically related categories. The CIP classification system is useful because it is not entirely based on sometimes unique program titles. The 2000 edition of the Classification of Instructional Programs was used for this report.

As shown in Table/Figure 6, a relatively large portion of students graduated in five academic areas:

1) architecture, engineering, and related
2) business and management
3) health sciences
4) humanities and social sciences
5) teacher education and related.

These five areas accounted for over 58 percent of system graduates in 2000. The program area with the smallest percentage of graduates at every level of education was mathematics and computer science with 2.3% (158 students).

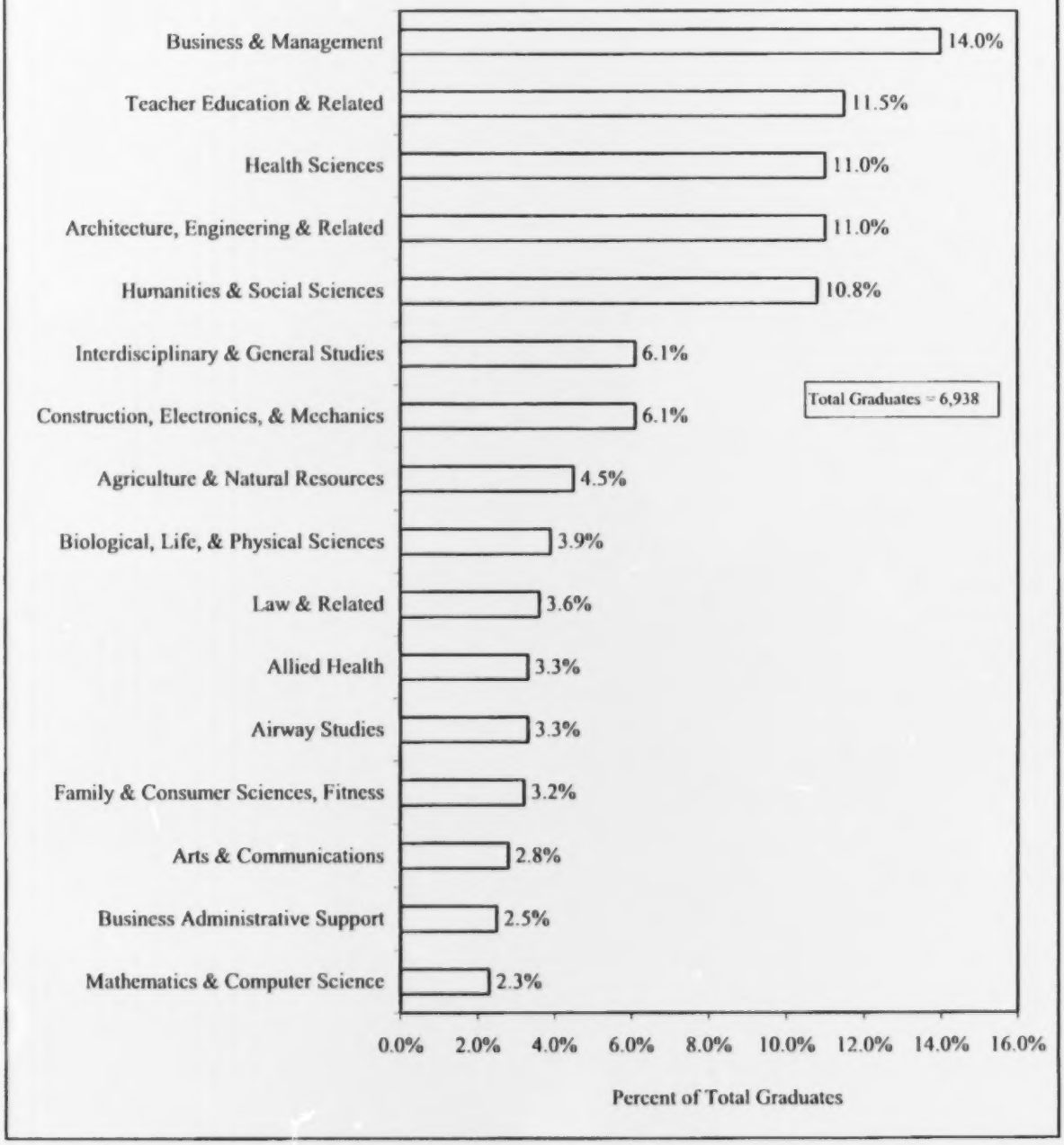
Table 6

North Dakota University System
Academic Year 2000 Graduates
by Area of Study

Area of Study	Graduates	Percent of Total
Agriculture & Natural Resources	312	4.5%
Airway Sciences	227	3.3%
Allied Health	229	3.3%
Architecture, Engineering & Related	764	11.0%
Arts and Communications	197	2.8%
Biological, Life, & Physical Sciences	272	3.9%
Business Administrative Support	174	2.5%
Business & Management	974	14.0%
Construction, Electronics, & Mechanics	424	6.1%
Family & Consumer Sciences, Fitness Related	222	3.2%
Health Sciences	766	11.0%
Humanities & Social Sciences	747	10.8%
Interdisciplinary & General Studies	426	6.1%
Law & Related	250	3.6%
Mathematics & Computer Science	158	2.3%
Teacher Education & Related	796	11.5%
Subtotal	**6,938**	**100.0%**
Area of Study Unknown	0	0.0%
Total	**6,938**	**100.0%**

Figure 6

North Dakota University System
Academic Year 2000 Graduates
By Area of Study



Status of Graduates
One Year After Graduation

As shown in Table/Figure 7 and Figure 7-A, FINDET was able to locate 48.1% of NDUS System institution graduates in North Dakota one year after graduation. Females were retained at a higher rate (51.6%) than males (44.7%). This total includes the 37.2% of graduates who were only employed in North Dakota, 5.0% who were only re-enrolled in North Dakota institutions, and 5.9% who were both employed in North Dakota and re-enrolled in NDUS institutions. According to the North Dakota Department of Labor, between 6% and 15% of the state workforce at any time is employed in jobs not reported in the employment database available to FINDET for generating follow-up information. Although the percentages can vary somewhat from year to year, Job Service currently estimates that approximately 10% of the workforce is not reported. In addition, many graduates may be unemployed and re-enrolled in a non-NDUS institution, or living in North Dakota but delaying both further education and a career for a variety of reasons such as raising a family. If graduates are employed proportionately in reported and unreported occupations, and/or attending System and non-System institutions, then the actual percentage of graduates retained in North Dakota would be approximately 10% higher (i.e. 53%) than the 48.1% reported in Table 7.

Table 7

North Dakota University System
Status of Academic Year 2000 Graduates
One Year After Graduation by Gender

		Total Retained in North Dakota [1/]		Employed in North Dakota Only [2/]		Re-enrolled in NDUS Only [3/]		Both Employed in ND and Re-enrolled in NDUS	
Gender	Graduates	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Female	3,398	1,753	51.6%	1,370	40.3%	175	5.2%	208	6.1%
Male	3,477	1,553	44.7%	1,189	34.2%	169	4.9%	195	5.6%
Total	**6.875** [4/]	**3.306**	**48.1%**	**2.559**	**37.2%**	**344**	**5.0%**	**403**	**5.9%**

1/ Does not account for graduates who were in North Dakota but unemployed, employed in jobs not covered by unemployment insurance, or attending private colleges.
2/ Total graduates employed in ND = "Employed in ND Only" + "Both Employed in ND and Re-enrolled in the NDUS."
3/ Total graduates re-enrolled in NDUS="Re-enrolled in NDUS Only" + "Both Employed in ND and Re-enrolled in the NDUS."
4/ Excludes 63 graduates for whom invalid social security numbers were reported.

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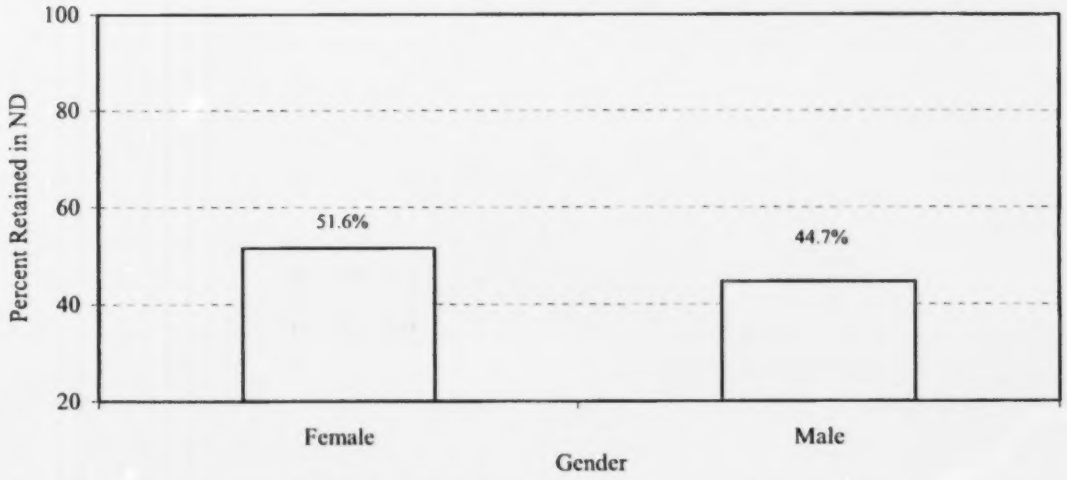
Figure 7

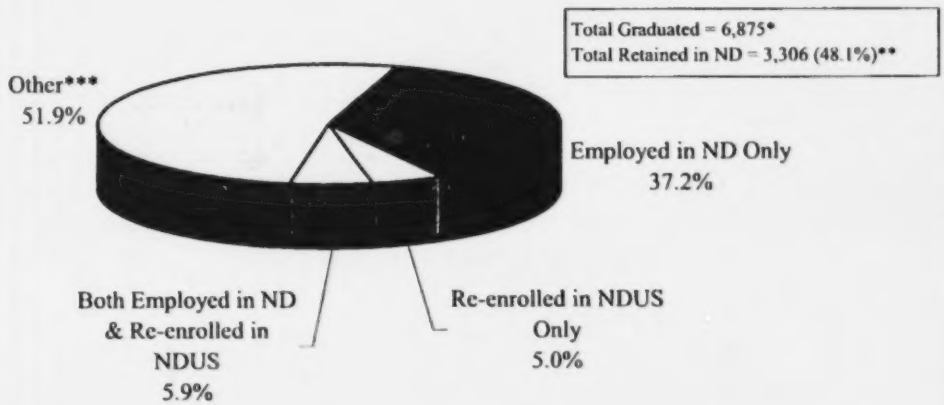
North Dakota University System
Status of Academic Year 2000 Graduates
One Year After Graduation by Gender



*Retained in North Dakota=graduates employed in the state in jobs covered by unemployment insurance and/or re-enrolled in the North Dakota University System.

Figure 7-A

North Dakota University System
Status of Academic Year 2000 Graduates
One Year After Graduation



* Invalid social security numbers were reported for 63 graduates. The percentages reported here are based on the remaining 6,875 graduates.
** Total retained in ND does not account for graduates who are in ND but unemployed, employed in jobs not covered by unemployment insurance, or attending private school.
*** Other = unemployed, out-of-state, employed in jobs not covered by unemployment insurance, enrolled in private school or deceased.

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Table/Figure 8 illustrates that continued residence in North Dakota after graduation is highly correlated with race/ethnicity. Since more than 93% of graduates were white, the white graduation retention percentage of 48.9% largely determined the total retention percentage of 48.1%. American Indian/Alaskan graduates were retained at a much higher rate in North Dakota (58.1%) than Black graduates (23.4%). American Indian/Alaskan graduates were much more likely to be employed in North Dakota (43.2%) than Asian/Pacific Islanders (11.9%).

Table 8

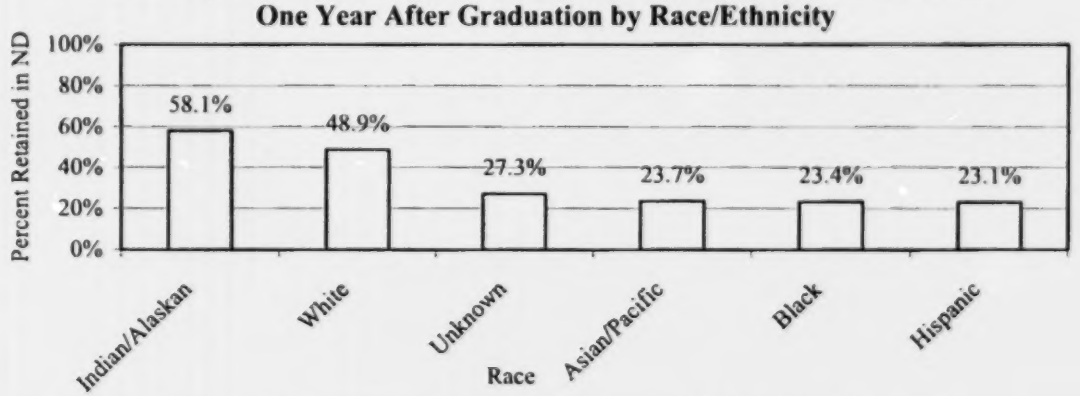
North Dakota University System
Status of Academic Year 2000 Graduates
One Year After Graduation by Race/Ethnicity

Race	Graduates	Total Retained in North Dakota 1/		Employed in North Dakota Only 2/		Re-enrolled in NDUS Only 3/		Both Employed in ND & Re-enrolled in NDUS	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Amer. Indian/Alaskan	148	86	58.1%	64	43.2%	12	8.1%	10	6.8%
Asian/Pacific Islander	118	28	23.7%	14	11.9%	9	7.6%	5	4.2%
Black	47	11	23.4%	7	14.9%	4	8.5%	0	0.0%
Hispanic	39	9	23.1%	4	10.3%	2	5.1%	3	7.7%
White	6,435	3,148	48.9%	2,452	38.1%	315	4.9%	381	5.9%
Other	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Race Unknown	88	24	27.3%	18	20.5%	2	2.3%	4	4.5%
Total	**6,875** 4/	**3,306**	**48.1%**	**2,559**	**37.2%**	**344**	**5.0%**	**403**	**5.9%**

1/ Does not account for graduates who were in North Dakota but unemployed, employed in jobs not covered by unemployment insurance, or attending private colleges.
2/ Total graduates employed in ND = "Employed in ND Only" + "Both Employed in ND and Re-enrolled in the NDUS."
3/ Total graduates re-enrolled in NDUS = "Re-enrolled in NDUS Only" + "Both Employed in ND and Re-enrolled in the NDUS."
4/ Excludes 63 graduates for whom invalid social security numbers were reported.

Figure 8

North Dakota University System
Percentage of Academic Year 2000 Graduates Retained in North Dakota*
One Year After Graduation by Race/Ethnicity



*Retained in North Dakota = graduates employed in the state in jobs covered by unemployment insurance and/or re-enrolled in the North Dakota University System.

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As shown in Table/Figure 9, the youngest and oldest graduates were most likely to be retained in North Dakota. Only the 20-29 age group, the group with the largest number of graduates, had less than 50% retention in North Dakota (45.7%).

Table 9

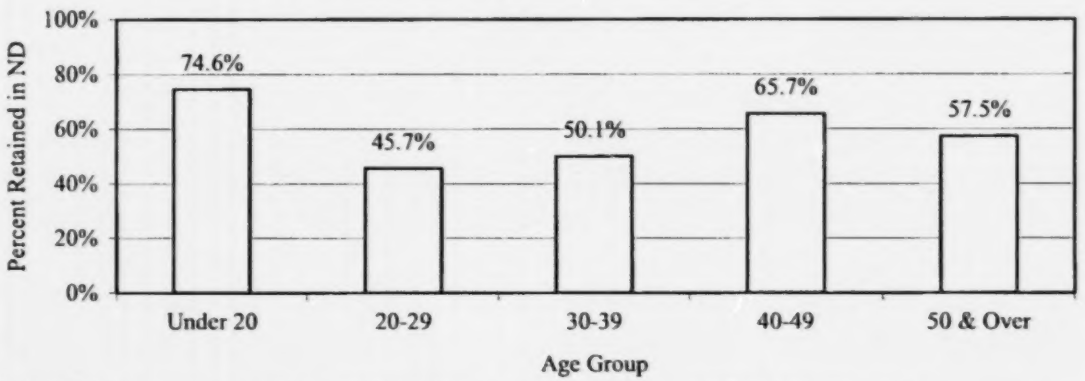
North Dakota University System
Status of Academic Year 2000 Graduates
One Year After Graduation by Age Group

		Total Retained in North Dakota [1/]		Employed in North Dakota Only [2/]		Re-enrolled in NDUS Only [3/]		Both Employed in ND & Re-enrolled in NDUS	
Age Group	Graduates	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Under 20	185	138	74.6%	98	53.0%	17	9.2%	23	12.4%
20-29	5,515	2,518	45.7%	1,893	34.3%	294	5.3%	331	6.0%
30-39	707	354	50.1%	302	42.7%	22	3.1%	30	4.2%
40-49	350	230	65.7%	203	58.0%	8	2.3%	19	5.4%
50 & Over	113	65	57.5%	62	54.9%	3	2.7%	0	0.0%
Age Unknown	5	1	20.0%	1	20.0%	0	0.0%	0	0.0%
Total	**6,875** [4/]	**3,306**	**48.1%**	**2,559**	**37.2%**	**344**	**5.0%**	**403**	**5.9%**

1/ Does not account for graduates who were in North Dakota but unemployed, employed in jobs not covered by unemployment insurance, or attending private colleges.
2/ Total graduates employed in ND = "Employed in ND Only" + "Both Employed in ND and Re-enrolled in the NDUS."
3/ Total graduates re-enrolled in NDUS = "Re-enrolled in NDUS Only" + "Both Employed in ND and Re-enrolled in the NDUS."
4/ Excludes 63 graduates for whom invalid social security numbers were reported.

Figure 9

North Dakota University System
Percentage of Academic Year 2000 Graduates Retained in North Dakota*
One Year After Graduation by Age Group



* Retained in North Dakota = graduates employed in the state in jobs covered by unemployment insurance and/or re-enrolled in the North Dakota University System.

20

As shown in Table/Figure 10, North Dakota residents were more likely to remain in North Dakota after graduation than residents of other states. A total of 58.3% of the graduates who were residents of North Dakota were accounted for in the databases available to FINDET. Assuming the 58.3% of North Dakota graduates located and accounted for by FINDET represents only 90% of North Dakota residents remaining in the state one year after graduation (with the remaining 10.0% employed in jobs not reported in the state's employment database), the total North Dakota retention rate rises to 64%. These statistics dispel a common myth that a majority of the North Dakota University System graduates, who were residents of North Dakota, leave the state after graduation.

FINDET located 29.4% of Montana residents, 24% of Minnesota residents, and 36.1% of South Dakota residents in the state one year after graduation. North Dakota residents were also the most likely to be either employed in North Dakota, re-enrolled in a System institution, or both following graduation. FINDET located 492 of the 2,051 residents of other states (24% of the non-resident graduates) in North Dakota one year after graduation from a North Dakota University System institution in 2000. These numbers and percentages are conservative because, as explained earlier, they probably represent only 90% of the total graduates actually retained.

Table 10

North Dakota University System
Status of Academic Year 2000 Graduates
One Year After Graduation by State of Residency

State of Residency	Graduates	Total Retained in North Dakota 1/		Employed in North Dakota Only 2/		Re-enrolled in NDUS Only 3/		Both Employed in ND & Re-enrolled in NDUS	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
North Dakota 4/	4,824	2,814	58.3%	2,221	46.0%	242	5.0%	351	7.3%
Minnesota	1,142	274	24.0%	195	17.1%	50	4.4%	29	2.5%
Montana	218	64	29.4%	44	20.2%	10	4.6%	10	4.6%
South Dakota	97	35	36.1%	23	23.7%	9	9.3%	3	3.1%
Other States	451	72	16.0%	31	6.9%	32	7.1%	9	2.0%
State Unknown	143	47	32.9%	45	31.5%	1	0.7%	1	0.7%
Total	**6,875** 5/	**3,306**	**48.1%**	**2,559**	**37.2%**	**344**	**5.0%**	**403**	**5.9%**

1/ Does not account for graduates who were in North Dakota but unemployed, employed in jobs not covered by unemployment insurance, or attending private colleges.
2/ Total graduates employed in ND = "Employed in ND Only" + "Both Employed in ND and Re-enrolled in the NDUS."
3/ Total graduates re-enrolled in NDUS = "Re-enrolled in NDUS Only" + "Both Employed in ND and Re-enrolled the NDUS."
4/ Includes military personnel stationed in North Dakota.
5/ Excludes 63 graduates for whom invalid social security numbers were reported.

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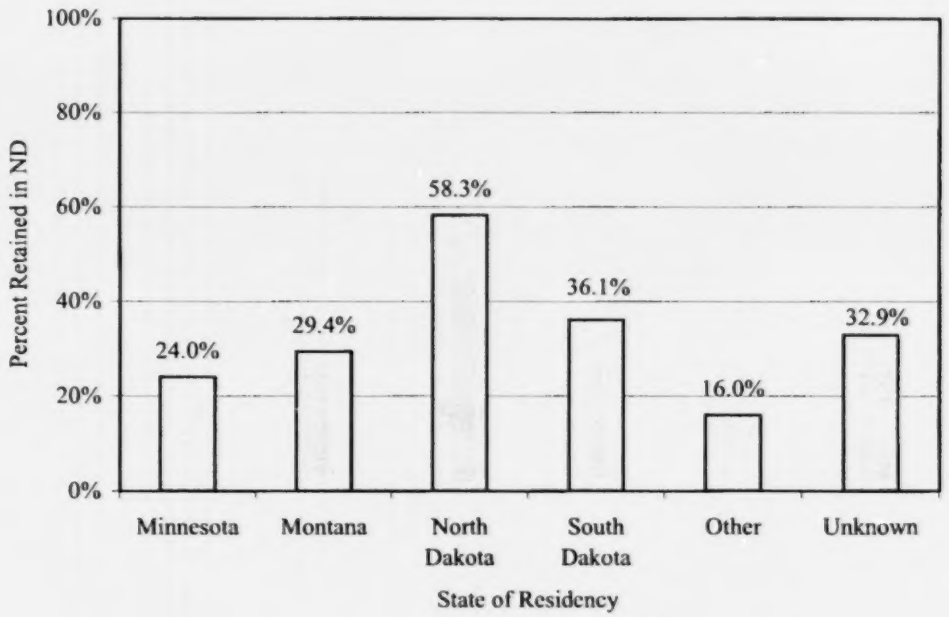
Figure 10

North Dakota University System
Percentage of Academic Year 2000 Graduates Retained in North Dakota*
One Year After Graduation by State of Residency



* Retained in North Dakota = graduates employed in the state in jobs covered by unemployment insurance and/or re-enrolled in the North Dakota University System.

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Table/Figure 11 shows the relationship between degree level and retention in the state. The retention rate for one and two-year programs is high compared to the more advanced degrees and specialized program areas. However, because of the substantially larger numbers of graduates with bachelor degrees, more bachelor degree graduates remain in the state than one and two-year program graduates.

Table 11

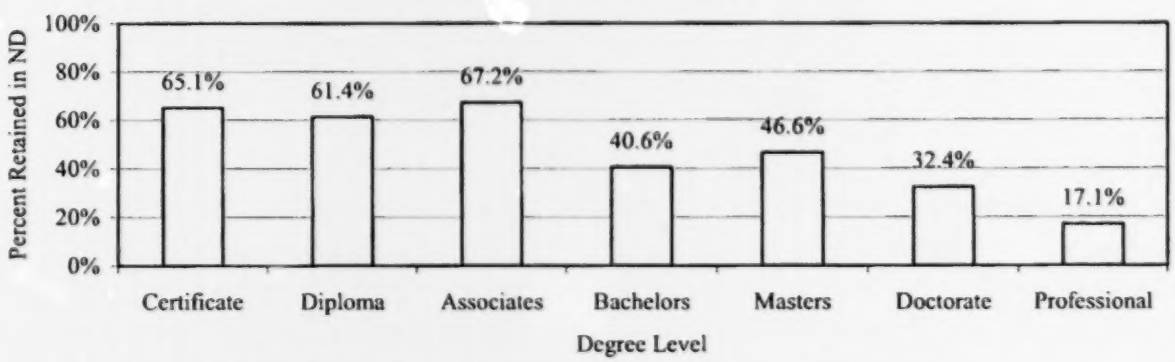
North Dakota University System
Status of Academic Year 2000 Graduates
One Year After Graduation by Degree Level

Degree Level	Graduates	Total Retained in North Dakota 1/		Employed in North Dakota Only 2/		Re-enrolled in NDUS Only 3/		Both Employed in ND & Re-enrolled in NDUS	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
One & Two-Year Programs									
Certificate	321	209	65.1%	184	57.3%	7	2.2%	18	5.6%
Diploma	57	35	61.4%	32	56.1%	2	3.5%	1	1.8%
Associates	1,623	1,091	67.2%	776	47.8%	125	7.7%	190	11.7%
Four-Year Programs									
Bachelors	3,940	1,601	40.6%	1,245	31.6%	186	4.7%	170	4.3%
Graduate Programs									
Masters	676	315	46.6%	269	39.8%	24	3.6%	22	3.3%
Doctorate	71	23	32.4%	22	31.0%	0	0.0%	1	1.4%
Professional Programs									
Professional	187	32	17.1%	31	16.6%	0	0.0%	1	0.5%
Total	**6,875** 4/	**3,306**	**48.1%**	**2,559**	**37.2%**	**344**	**5.0%**	**403**	**5.9%**

1/ Does not account for graduates who were in North Dakota but unemployed, employed in jobs not covered by unemployment insurance, or attending private colleges.
2/ Total graduates employed in ND = "Employed in ND Only" + "Both Employed in ND and Re-enrolled in the NDUS."
3/ Total graduates re-enrolled in NDUS = "Re-enrolled in NDUS Only" + "Both Employed in ND and Re-enrolled in the NDUS."
4/ Excludes 63 graduates for whom invalid social security numbers were reported.

Figure 11

North Dakota University System
Percentage of Academic Year 2000 Graduates Retained in North Dakota*
One Year After Graduation by Degree Level



* Retained in North Dakota = graduates employed in the state in jobs covered by unemployment insurance and/or re-enrolled in the North Dakota University System.

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Table/Figure 12 indicates that the likelihood of being retained in North Dakota is directly related to an individual's area of study. For example, graduates with a degree in Business Administrative Support were most likely to remain in North Dakota (71.8%). A total of 52.0% of teacher education and related graduates remained in the state, and a significant proportion (33.5%) of architecture, engineering, and related graduates remained in the state. Areas of study which contribute the largest number of graduates included architecture, engineering, and related with 761 graduates, and business and management with 965 graduates. Because of the large numbers, but also the relatively high retention rates, business and management produced the largest number of graduates retained in the state with 531. Interdisciplinary and general study students were most likely to be both employed and re-enrolled in North Dakota University System institutions (16.4%), and most likely to be only re-enrolled and not employed (16.4%). Business administrative support graduates were not only one of the most likely to be retained in North Dakota but also one of the most likely to be employed only and not re-enrolled in a System institution (66.7%). Since employment information available to FINDET, as explained earlier, does not include individuals who are railroad employees or in various self-employed occupations, including farming, the number of graduates retained in North Dakota is estimated to be higher (6% to 15% higher) than the numbers reported here.

Table 12

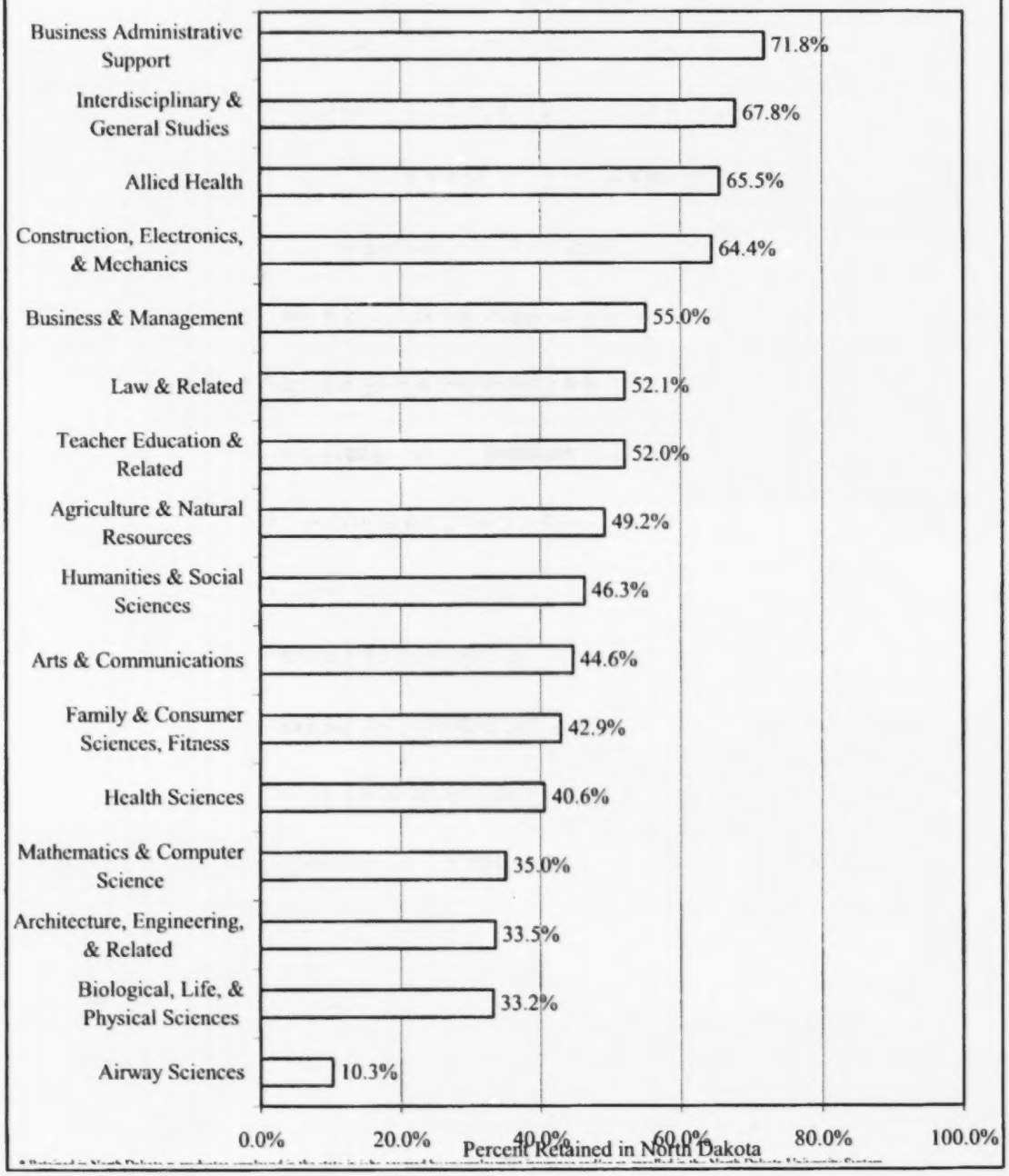
North Dakota University System
Status of Academic Year 2000 Graduates
One Year After Graduation by Area of Study

Area of Study	Graduates	Total Retained in North Dakota 1/		Employed in North Dakota Only 2/		Re-enrolled in NDUS Only 3/		Both Employed in ND & Re-enrolled in NDUS	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Agriculture & Natural Resources	311	153	49.2%	109	35.0%	19	6.1%	25	8.0%
Airway Sciences	224	23	10.3%	16	7.1%	4	1.8%	3	1.3%
Allied Health	229	150	65.5%	113	49.3%	11	4.8%	26	11.4%
Architecture, Engineering, & Related	761	255	33.5%	223	29.3%	13	1.7%	19	2.5%
Arts & Communications	195	87	44.6%	65	33.3%	9	4.6%	13	6.7%
Biological, Life, & Physical Sciences	271	90	33.2%	49	18.1%	25	9.2%	16	5.9%
Business Administrative Support	174	125	71.8%	116	66.7%	3	1.7%	6	3.4%
Business & Management	965	531	55.0%	462	47.9%	20	2.1%	49	5.1%
Construction, Electronics, & Mechanics	424	273	64.4%	241	56.8%	15	3.5%	17	4.0%
Family & Consumer Sciences, Fitness	219	94	42.9%	80	36.5%	5	2.3%	9	4.1%
Health Sciences	754	306	40.6%	197	26.1%	68	9.0%	41	5.4%
Humanities & Social Sciences	743	344	46.3%	233	31.4%	58	7.8%	53	7.1%
Interdisciplinary & General Studies	422	286	67.8%	148	35.1%	69	16.4%	69	16.4%
Law & Related	242	126	52.1%	103	42.6%	4	1.7%	19	7.9%
Mathematics & Computer Science	157	55	35.0%	44	28.0%	6	3.8%	5	3.2%
Teacher Education & Related	784	408	52.0%	360	45.9%	15	1.9%	33	4.2%
Area of Study Unknown	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	**6,875** 4/	**3,306**	**48.1%**	**2,559**	**37.2%**	**344**	**5.0%**	**403**	**5.9%**

1/ Does not account for graduates who were in North Dakota but unemployed, employed in jobs not covered by unemployment insurance, or attending private colleges.
2/ Total graduates employed in ND = "Employed in ND Only" + "Both Employed in ND and Re-enrolled in the NDUS."
3/ Total graduates re-enrolled in NDUS = "Re-enrolled in NDUS Only" + "Both Employed in ND and Re-enrolled in the NDUS."
4/ Excludes 63 graduates for whom invalid social security numbers were reported.

Figure 12

North Dakota University System
**Percentage of Academic Year 2000 Graduates Retained in North Dakota*
One Year After Graduation by Area of Study**



Employment Statistics for Graduates Employed in North Dakota One Year After Graduation

Information provided by the North Dakota Job Service was used to categorize employed graduates by industrial classification area (example: mining, construction, manufacturing, retail trade, services) and by the type of service industry within the service classification area (example: business services or educational services). Although these classifications were extremely useful, they do not provide the level of detail needed for comprehensive planning purposes. For example, the current data could determine if an M.D. who graduated in 2000 was working in the health service area. It could not be determined, however, if the M.D. was working as a physician, a janitor, or an administrator. The FINDET program is currently exploring ways employers could provide this level of information without burdening the employers with detailed reporting requirements. As shown in Table 13-A, the majority of System graduates (52.8%) were employed in the services area. A much smaller percentage but still significant number of graduates were employed in retail trade (13.5%), finance, insurance and real estate (6.8%) construction (5.4%), manufacturing (6.1%) and wholesale trade (5.0%). Only 27 (0.9%) graduates were employed in agriculture, forestry, and fishing. The reader is reminded that information on self-employed farmers is not included in the databases available to FINDET.

Table 13-A

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota
One Year After Graduation by Industry of Employment

Standard Industrial Classification (SIC) Area		Employed Graduates	Percent of Total
A.	Agriculture, Forestry, & Fishing	27	0.9%
B.	Mining	17	0.6%
C.	Construction	159	5.4%
D.	Manufacturing	181	6.1%
E.	Transportation & Public Utilities	120	4.1%
F.	Wholesale Trade	149	5.0%
G.	Retail Trade	399	13.5%
H.	Finance, Insurance, & Real Estate	200	6.8%
I.	Services	1,565	52.8%
J.	Public Administration	144	4.9%
K.	Nonclassifiable Entities	0	0.0%
Subtotal		**2,961**	**100.0%**
Industry Unknown		1	0.0%
Total		**2,962**	**100.0%**

Table 13-B & Figure 13 provide a more detailed breakdown of graduates employed in the services area. The majority of graduates retained in the service area in North Dakota were in one of two areas: educational services (33.2%) or health services (26.5%). Smaller, but significant, numbers of graduates were employed in business services (13.2%) and social services (10.3%).

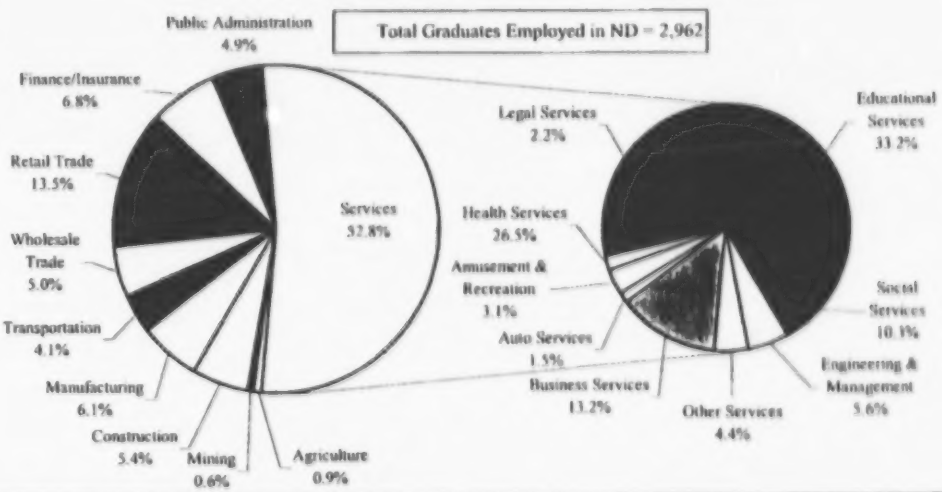
Table 13-B

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota
One Year After Graduation in Service Industries Only
by Service Industry

Service Industry		Employed Graduates	Percent of Total
73	Business Services	207	13.2%
75	Auto Repair, Services, and Parking	24	1.5%
79	Amusement & Recreation Services	49	3.1%
80	Health Services	414	26.5%
81	Legal Services	34	2.2%
82	Educational Services	520	33.2%
83	Social Services	161	10.3%
87	Engineering & Management Services	87	5.6%
	Other Service Industries	69	4.4%
Total		**1,565**	**100.0%**

Figure 13

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota
One Year After Graduation
Industries and Service Industries of Employment



Table/Figure 14 provides information on public and private sector employment of graduates one year after graduation. The majority of graduates (2,236 or 75.5%) were employed in the private sector, 15.2 percent were employed in local government, and 9.3 percent in state government.

Table 14

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota
One Year After Graduation by Sector of Employment

Employment Sector	Employed Graduates	Percent of Total
State Government	276	9.3%
Local Government	449	15.2%
Private	2,236	75.5%
Subtotal	**2.961**	**100.0%**
Sector Unknown	1	0.0%
Total	**2,962**	**100.0%**

Figure 14

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota
One Year After Graduation by Sector of Employment

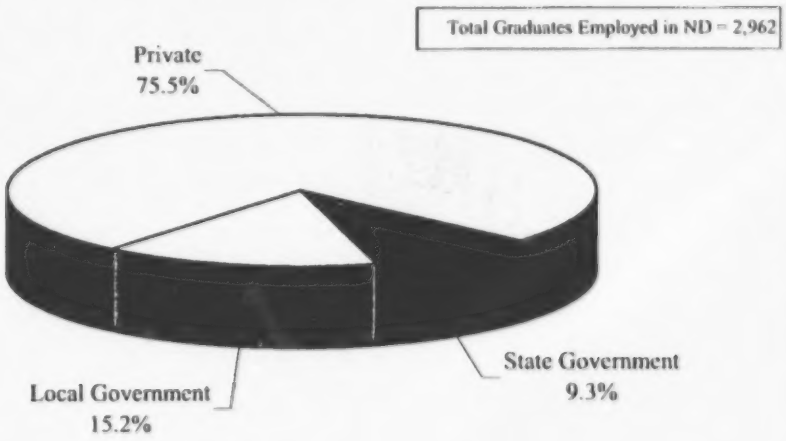


Table 15-A provides information on graduates employed in North Dakota one year after graduation by industry and sector of employment. As might be expected, the services area employs the largest number of graduates in the private sector (996), local government (366), and state government (203) categories. Only public administration programs provide a significant number of graduates to state and local government in addition to the services area programs.

Table 15-A

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota
One Year After Graduation by Industry and Sector of Employment

	Employment Sector				
Standard Industrial Classification (SIC)	**State Government**	**Local Government**	**Private**	**Sector Unknown**	**Total**
A. Agriculture, Forestry, & Fishing	0	0	27	0	27
B. Mining	0	0	17	0	17
C. Construction	12	0	147	0	159
D. Manufacturing	0	1	180	0	181
E. Transportation & Public Utilities	0	0	120	0	120
F. Wholesale Trade	0	0	149	0	149
G. Retail Trade	0	0	399	0	399
H. Finance, Insurance, & Real Estate	1	2	197	0	200
I. Services	203	366	996	0	1,565
J. Public Administration	60	80	4	0	144
K. Nonclassifiable Entities	0	0	0	0	0
Industry Unknown	0	0	0	1	0
Total	**276**	**449**	**2,236**	**1**	**2,962**

Within the service industries, educational services provided the largest number of graduates for state government (171) and local government (342), while health services provided the largest number of graduates in the private sector (410) as shown in Table 15-B. School district employment appears as local government employment in this table.

Table 15-B

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota
One Year After Graduation in Service Industries Only
by Service Industry and Sector of Employment

	Employment Sector				
Service Industry	**State Government**	**Local Government**	**Private**	**Sector Unknown**	**Total**
73 Business Services	4	2	201	0	207
75 Auto Repair, Services, & Parking	0	0	24	0	24
79 Amusement & Recreation Services	4	19	26	0	49
80 Health Services	2	2	410	0	414
81 Legal Services	0	0	34	0	34
82 Educational Services	171	342	7	0	520
83 Social Services	22	0	139	0	161
87 Engineering & Management Services	0	0	87	0	87
Other Service Industries	0	1	68	0	69
Total	**203**	**366**	**996**	**0**	**1,565**

Table 16-A summarizes graduates employed in North Dakota one year after graduation by degree level and industry of employment. One and two-year programs, four-year programs, and graduate programs all contribute significant numbers of graduates to the services area, which employed more than half (1,565 or 52.8%) of all graduates retained in the state. Within the services industry, (see Table 16-B) the largest number of one and two-year program graduates were employed in health services (181) and the largest number of four-year program graduates were employed in educational services (282) and health services (189). One hundred seventy-seven or 68.9% of masters program graduates were employed in the educational services area and 18 doctoral program graduates (81.8%) were employed in this area. The total of 520 graduates employed in the educational services area and the 414 graduates employed in health services area account for 59.7% of the 1,565 graduates employed in the services industry.

Table 16-A

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota One Year After Graduation by Degree Level and Industry of Employment

	Standard Industrial Classification (SIC) Area												
Degree Level	**Agriculture, Forestry, & Fishing**	**Mining**	**Construction**	**Manufacturing**	**Transportation & Public Utilities**	**Wholesale Trade**	**Retail Trade**	**Finance, Insurance, & Real Estate**	**Services (see 16-B for details))**	**Public Admin.**	**Non-classifiable Entities**	**Industry Unknown**	**Total**
One & Two-Year Programs													
Certificate	2	4	46	24	14	7	30	1	47	27	0	0	202
Diploma	0	0	1	3	0	4	14	1	10	0	0	0	33
Associates	11	8	78	64	51	76	173	68	393	43	0	1	966
Four-Year Programs													
Bachelors	14	5	34	86	54	56	162	127	822	55	0	0	1,415
Graduate Programs													
Masters	0	0	0	4	1	6	5	3	257	15	0	0	291
Doctorate	0	0	0	0	0	0	0	0	22	1	0	0	23
Professional Programs													
Professional	0	0	0	0	0	0	15	0	14	3	0	0	32
Total	**27**	**17**	**159**	**181**	**120**	**149**	**399**	**200**	**1,565**	**144**	**0**	**1**	**2,962**

Table 16-B

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota
One Year After Graduation in Service Industries Only
by Degree Level and Service Industry

	Service Industry									
Degree Level	**Business Services**	**Auto Repair, Services, & Parking**	**Amusement & Recreation Services**	**Health Services**	**Legal Services**	**Educational Services**	**Social Services**	**Engineering & Management Services**	**Other Service Industries**	**Total**
One & Two-Year Programs										
Certificate	11	7	1	16	0	3	4	1	4	47
Diploma	0	7	0	2	0	1	0	0	0	10
Associates	67	8	15	163	16	38	40	24	22	393
Four-Year Programs										
Bachelors	123	2	31	189	11	282	91	52	41	822
Graduate Programs										
Masters	6	0	2	38	0	177	24	8	2	257
Doctorate	0	0	0	1	0	18	2	1	0	22
Professional Programs										
Professional	0	0	0	5	7	1	0	1	0	14
Total	**207**	**24**	**49**	**414**	**34**	**520**	**161**	**87**	**69**	**1,565**

Table 17-A shows the relationship between area of study and industry of employment for graduates employed in North Dakota one year after graduation. The table shows, for example, that only 11 of the 134 graduates in agriculture and natural resources were actually employed in the agriculture, forestry, or fishing industries. The majority of graduates in this area (44) were employed in services, and 26 were employed in the wholesale trade area. The reader is reminded that information on self-employed farmers is not included in the databases available to FINDET. What this data strongly illustrates is graduates from the various areas of study find employment in a wide range of industries.

Table 17-A

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota One Year After Graduation
by Area of Study and Industry of Employment

	Standard Industrial Classification (SIC) Area											
Area of Study	**Agriculture, Forestry & Fishing**	**Mining**	**Construction**	**Manufacturing**	**Transportation & Public Utilities**	**Wholesale Trade**	**Retail Trade**	**Finance, Insurance, eal Estate**	**Services**	**Public Admin.**	**Industry Unknown**	**Total**
Agriculture & Natural Resources	11	1	5	8	6	26	15	11	44	7	0	134
Airway Sciences	1	0	1	1	0	0	0	1	15	0	0	19
Allied Health	0	0	2	0	1	0	10	1	123	2	0	139
Architecture, Engineering, & Related	2	0	69	55	29	10	14	1	56	6	0	242
Arts & Communications	0	0	0	10	7	5	14	3	39	0	0	78
Biological, Life, & Physical Sciences	0	0	1	0	2	5	10	5	41	1	0	65
Business Administrative Support	0	1	3	2	3	6	7	16	77	6	1	122
Business & Management	1	5	18	35	17	32	79	106	194	24	0	511
Construction, Electronics, & Mechanics	4	9	46	43	14	44	56	0	41	1	0	258
Family & Consumer Sciences, Fitness	1	0	1	1	2	6	14	5	53	6	0	89
Health Sciences	3	0	2	0	2	2	38	1	188	2	0	238
Humanities & Social Sciences	2	0	1	9	10	6	38	22	176	22	0	286
Interdisciplinary & General Studies	2	1	6	8	11	5	66	12	97	9	0	217
Law & Related	0	0	2	1	7	1	16	5	40	50	0	122
Mathematics & Computer Science	0	0	0	3	6	0	5	4	31	0	0	49
Teacher Education & Related	0	0	2	5	3	1	17	7	350	8	0	393
Area of Study Unknown	0	0	0	0	0	0	0	0	0	0	0	0
Total	**27**	**17**	**159**	**181**	**120**	**149**	**399**	**200**	**1,565**	**144**	**1**	**2,962**

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Table 17-B provides details of employment of graduates by area of study within the service industry of employment. Areas of study providing significant numbers of graduates to particular service industries include: teacher education and related area graduates to the educational services industry (313); health sciences area graduates to the health services industry (159); and allied health graduates to the health services industry (102). Service industries appear to attract graduates from a wide range of academic areas of study.

Table 17-B

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota
One Year After Graduation in Service Industries Only
by Area of Study and Service Industry of Employment

	Service Industry									
Area of Study	**Business Services**	**Auto Repair, Services, & Parking**	**Amusement & Recreation Services**	**Health Services**	**Legal Services**	**Educational Services**	**Social Services**	**Engineering & Management Services**	**Other Service Industries**	**Total**
Agriculture & Natural Resources	9	1	4	2	0	20	2	4	2	44
Airway Sciences	1	0	0	0	0	14	0	0	0	15
Allied Health	3	0	2	102	0	1	15	0	0	123
Architecture, Engineering, & Related	8	0	2	2	0	12	1	26	5	56
Arts & Communications	9	1	3	1	0	14	7	2	2	39
Biological, Life, & Physical Sciences	1	0	4	8	0	20	0	5	3	41
Business Administrative Support	19	0	3	31	10	6	6	2	0	77
Business & Management	70	0	10	24	9	26	6	33	16	194
Construction, Electronics, & Mechanics	7	20	2	2	0	6	0	1	3	41
Family & Consumer Sciences, Fitness	7	0	3	14	0	8	15	1	5	53
Health Sciences	3	1	3	159	0	14	5	1	2	188
Humanities & Social Sciences	22	1	6	27	3	42	60	4	11	176
Interdisciplinary & General Studies	17	0	3	29	1	15	14	4	14	97
Law & Related	9	0	1	6	10	4	10	0	0	40
Mathematics & Computer Science	18	0	1	4	0	5	0	2	1	31
Teacher Education & Related	4	0	2	3	1	313	20	2	5	350
Area of Study Unknown	0	0	0	0	0	0	0	0	0	0
Total	**207**	**24**	**49**	**414**	**34**	**520**	**161**	**87**	**69**	**1,565**

Table 18 provides median monthly wage information on 2000 graduates employed in North Dakota one year after graduation. System graduates' median wage of $2,147 per month compares favorably to the North Dakota median wage of $2,142 per month. Graduates' median wage surpasses the state median wage even though it represents the beginning of the income earning phase for most graduates compared to all earning phases for all employees in the state. At $2,319 per month, the median wages of male graduates is higher than the median wages of female graduates at $1,999 per month, although a slightly larger percentage of males (87.2%) were employed full time compared to females (86.3%). A greater percentage of females (46.4%) were employed in North Dakota one year after graduation compared to males (39.8%).

Table 18

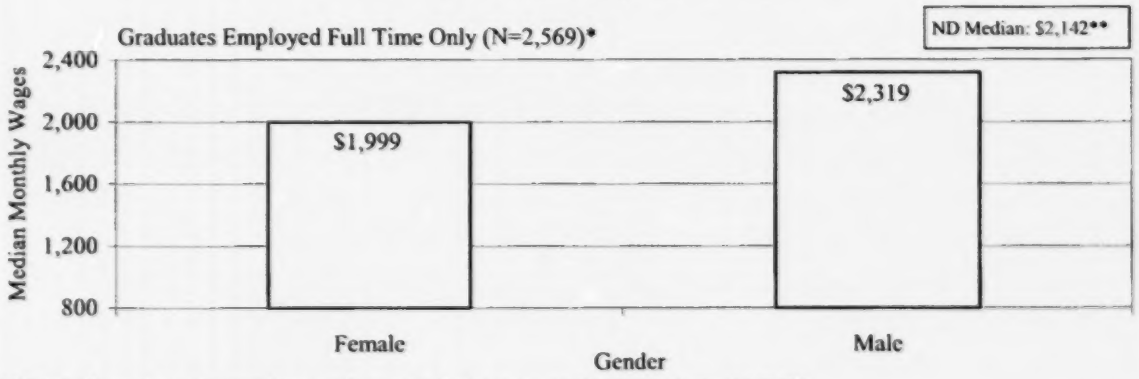
North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota One Year After Graduation
Median Monthly Wages by Gender

Gender	Graduates	Employed in North Dakota 1/	Percent Employed in North Dakota	Employed Full Time (estimated) 2/	Percent Full Time (of employed)	Median Monthly Wages (of full time)
Female	3,398	1,578	46.4%	1,362	86.3%	$1,999
Male	3,477	1,384	39.8%	1,207	87.2%	$2,319
Total	**6,875** 3/	**2,962**	**43.1%**	**2,569**	**86.7%**	**$2,147**
				All ND Wage Employees	78.5%	$2,142

1/ Does not account for graduates who were in North Dakota but employed in jobs not covered by unemployment insurance.
2/ Full time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) ($1,854).
3/ Excludes 63 graduates for whom invalid social security number were reported.

Figure 18

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota One Year After Graduation
Median Monthly Wages by Gender



* Full time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x12 weeks) ($1,854).
**Median monthly wages for all North Dakota full-time wage employees.

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Table 19 describes the graduates' monthly wages by race/ethnicity for graduates employed in North Dakota one year after graduation. The median monthly wages of Asian/Pacific Islanders is the highest ($2,725) followed by those of American Indian/Alaskans ($2,250). The median monthly wages of white graduates ($2,138) is approximately the same as the overall median of all graduates ($2,142). Graduates classified as American Indian/Alaskan were more likely to be employed in North Dakota than the typical graduate.

Table 19

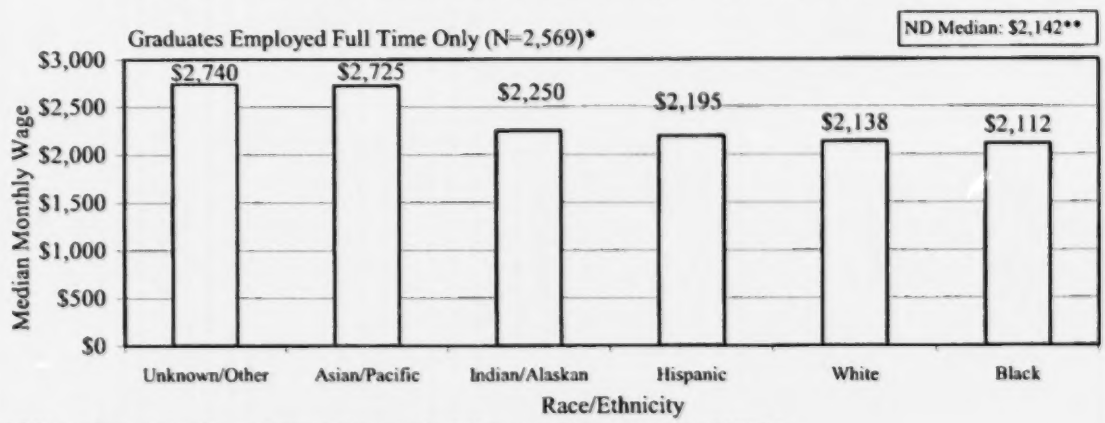
North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota One Year After Graduation
Median Monthly Wages by Race/Ethnicity

Race	Graduates	Employed in North Dakota [1/]	Percent Employed in North Dakota	Employed Full Time (estimated) [2/]	Percent Full Time (of employed)	Median Monthly Wages (of full time)
Amer. Indian/Alaskan	148	74	50.0%	64	86.5%	$2,250
Asian/Pacific Islander	118	19	16.1%	16	84.2%	$2,725
Black	47	7	14.9%	5	71.4%	$2,112
Hispanic	39	7	17.9%	6	85.7%	$2,195
White	6,435	2,833	44.0%	2,462	86.9%	$2,138
Other	0	0	0.0%	0	0.0%	---
Race Unknown	88	22	25.0%	16	72.7%	$2,740
Total	**6,875** [3/]	**2,962**	**43.1%**	**2,569**	**86.7%**	**$2,147**
				All ND Wage Employees	78.5%	$2,142

1/ Does not account for graduates who were in North Dakota but employed in jobs not covered by unemployment insurance.
2/ Full time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) ($1,854).
3/ Excludes 63 graduates for whom invalid social security number were reported.

Figure 19

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota
One Year After Graduation Median Monthly Wages by Race/Ethnicity



* Full time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) ($1,854).
** Median monthly wages for all North Dakota full-time wage employees.

Table 20 describes the median monthly wages of the North Dakota University System graduates, for the academic year 2000, who were employed in North Dakota one year after graduation by age group. The median monthly wage continued to rise for each consecutive age range and was highest for the 50 & Over age range group where it peaked at $2,886 per month. Median monthly wages were probably related to both education level and years of job experience.

Table 20

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota One Year After Graduation
Median Monthly Wages by Age Group

Age Group	Graduates	Employed in North Dakota [1/]	Percent Employed in North Dakota	Employed Full Time (estimated) [2/]	Percent Full Time (of employed)	Median Monthly Wages (of full time)
Under 20	185	121	65.4%	96	79.3%	$1,838
20-29	5,515	2,224	40.3%	1,905	85.7%	$2,049
30-39	707	332	47.0%	303	91.3%	$2,515
40-49	350	222	63.4%	208	93.7%	$2,728
50 & Over	113	62	54.9%	56	90.3%	$2,886
Age Unknown	5	1	20.0%	1	100.0%	$4,456
Total	**6,875** [3/]	**2,962**	**43.1%**	**2,569**	**86.7%**	**$2,147**
			All ND Wage Employees		78.5%	$2,142

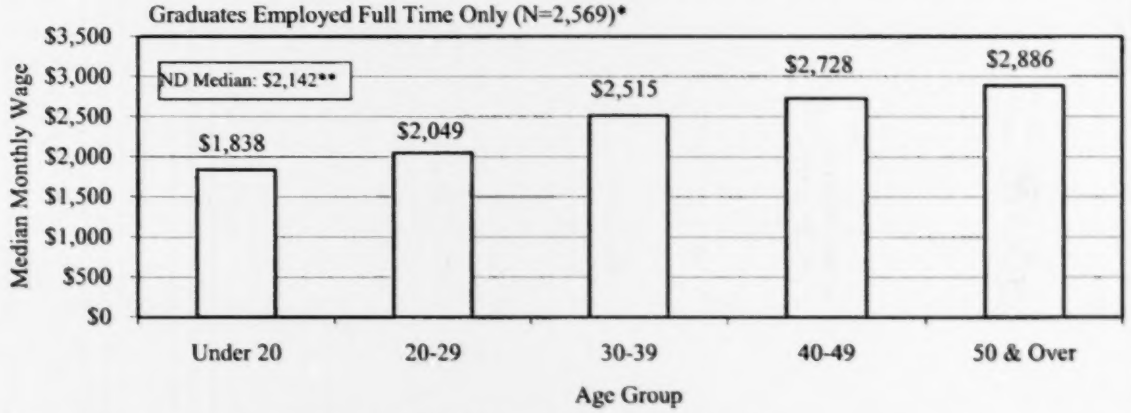
1/ Does not account for graduates who were in North Dakota but employed in jobs not covered by unemployment insurance.

2/ Full time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) ($1,854).

3/ Excludes 63 graduates for whom invalid social security numbers were reported.

Figure 20

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota
One Year After Graduation Median Monthly Wages by Age Group



* Full time employment is estimated as quarterly wage equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) ($1,854)

** Median monthly wages for all North Dakota full-time wage employees.

Table 21 indicates there is a direct relationship between degree level and median monthly wages; wages increase as degree level increases. The median monthly wage of associate degree graduates is $1,775 compared to $2,236 for baccalaureate graduates, $3,137 for masters degree graduates, and $4,508 for doctoral degree graduates. The median monthly wage of professional program graduates is $4,544. Within the one and two-year degree programs, diploma graduates, in comparison to associate degree graduates, were more likely to be employed full time (97.0% versus 83.2%) and earn a higher median monthly income ($1,905 versus $1,775). Baccalaureate degree program graduates' average monthly salary of $2,236 is above the North Dakota median monthly wage for all employees of $2,142. Table 21 appears to reinforce the assumption that education pays and more education pays even better.

Table 21

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota One Year After Graduation
Median Monthly Wages by Degree Level

Degree Level	Graduates	Employed in North Dakota 1/	Percent Employed in North Dakota	Employed Full Time (estimated) 2/	Percent Full Time (of employed)	Median Monthly Wages (of full time)
One & Two-Year Programs						
Certificate	321	202	62.9%	177	87.6%	$1,853
Diploma	57	33	57.9%	32	97.0%	$1,905
Associates	1,623	966	59.5%	804	83.2%	$1,775
Four-Year Programs						
Bachelors	3,940	1,415	35.9%	1,224	86.5%	$2,236
Graduate Programs						
Masters	676	291	43.0%	278	95.5%	$3,137
Doctorate	71	23	32.4%	23	100.0%	$4,508
Professional Programs						
Professional	187	32	17.1%	31	96.9%	$4,544
Total	**6,875** 3/	**2,962**	**43.1%**	**2,569**	**86.7%**	**$2,147**
			All ND Wage Employees		78.5%	$2,142

1/ Does not account for graduates who were in North Dakota but employed in jobs not covered by unemployment insurance.
2/ Full time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) ($1,854).
3/ Excludes 63 graduates for whom invalid social security numbers were reported.

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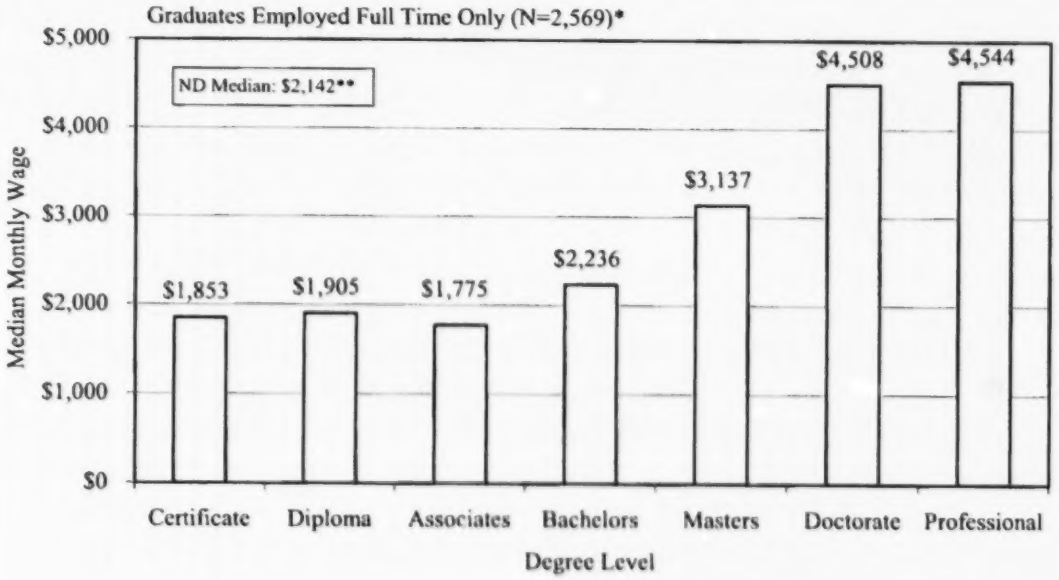
Figure 21

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota
One Year After Graduation Median Monthly Wages by Degree Level



* Full time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) ($1,854)
** Median monthly wages for all North Dakota full-time wage employees.

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Information on the median monthly wages by area of study for System graduates, for the academic year 2000 and employed one year after graduation, is presented in Table 22. Graduates in mathematics & computer sciences earn the highest median monthly wages ($3,211) followed by graduates in architecture, engineering and related ($3,000 per month) and health science ($2,743 per month). Mathematics and computer science is the academic area with the fewest number of graduates (Table/Figure 6) and the highest median monthly wages.

Table 22

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota One Year After Graduation
Median Monthly Wages by Area of Study

Area of Study	Graduates	Employed in North Dakota [1]	Percent Employed in North Dakota	Employed Full Time (estimated) [2]	Percent Full Time (of employed)	Median Monthly Wages (of full time)
Agriculture & Natural Resources	311	134	43.1%	101	75.4%	$2,017
Airway Sciences	224	19	8.5%	16	84.2%	$2,033
Allied Health	229	139	60.7%	117	84.2%	$1,762
Architecture, Engineering, & Related	761	242	31.8%	220	90.9%	$3,000
Arts & Communications	195	78	40.0%	69	88.5%	$1,788
Biological, Life, & Physical Sciences	271	65	24.0%	48	73.8%	$2,285
Business Administrative Support	174	122	70.1%	108	88.5%	$1,593
Business & Management	965	511	53.0%	468	91.6%	$2,200
Construction, Electronics, & Mechanics	424	258	60.8%	235	91.1%	$2,070
Family & Consumer Sciences, Fitness	219	89	40.6%	79	88.8%	$1,713
Health Sciences	754	238	31.6%	201	84.5%	$2,743
Humanities & Social Sciences	743	286	38.5%	237	82.9%	$2,035
Interdisciplinary & General Studies	422	217	51.4%	155	71.4%	$1,385
Law & Related	242	122	50.4%	111	91.0%	$1,962
Mathematics & Computer Science	157	49	31.2%	44	89.8%	$3,211
Teacher Education & Related	784	393	50.1%	360	91.6%	$2,416
Area of Study Unknown	0	0	0.0%	0	0.0%	$0
Total	**6,875** [3]	**2,962**	**43.1%**	**2,569**	**86.7%**	**$2,147**
			All ND Wage Employees		78.5%	$2,142

1/ Does not account for graduates who were in North Dakota but employed in jobs not covered by unemployment insurance.
2/ Full time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) ($1,854).
3/ Excludes 63 graduates for whom invalid social security numbers were reported.

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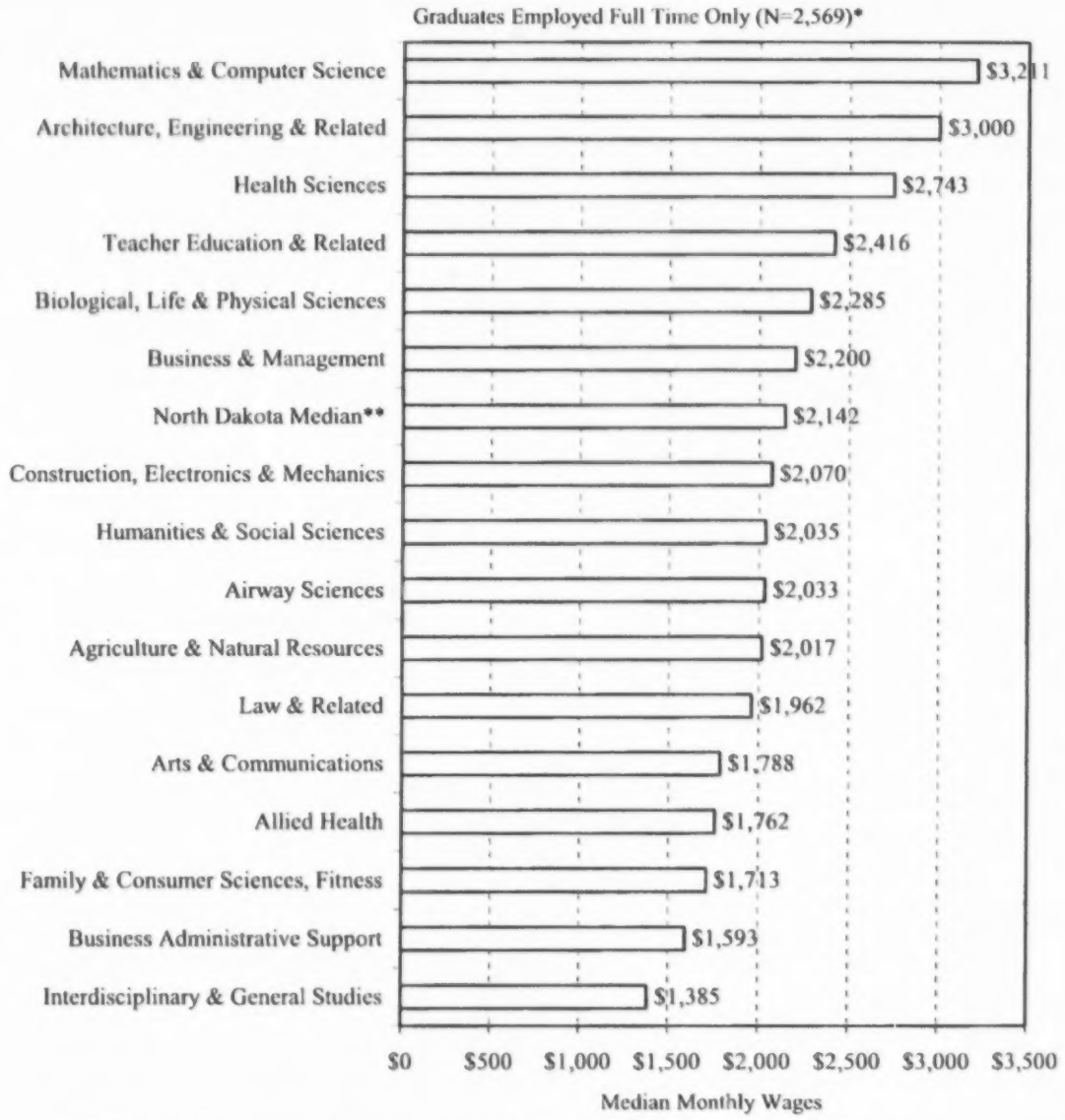
Figure 22

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota
One Year After Graduation Median Monthly Wages by Field of Study



* Full time employment is estimated as quarterly wages equal to or greater than. (minimum wage x 30 hours per week x 12 weeks)($1,854).
** Median monthly wages for all North Dakota full-time wage employees.

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Table/Figure 23-A provides information on the median monthly wages by industry of employment for system graduates, for the academic year 2000, employed in North Dakota one year after graduation. The highest median monthly wages by industry were earned for graduates employed in the manufacturing ($2,392) and public administration ($2,339) industries.

Table 23-A

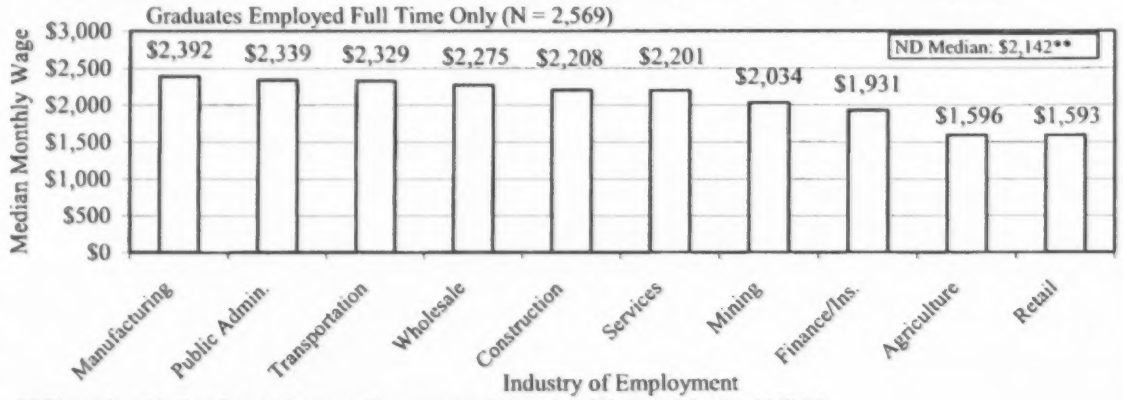
North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota One Year After Graduation
Median Monthly Wages by Industry of Employment

Standard Industrial Classification (SIC) Area	Employed Graduates	Employed Full Time (estimated) 1/	Percent Full Time (of employed)	Median Monthly Wages (of full time)
A. Agriculture, Forestry, & Fishing	27	23	85.2%	$1,596
B. Mining	17	16	94.1%	$2,034
C. Construction	159	148	93.1%	$2,208
D. Manufacturing	181	172	95.0%	$2,392
E. Transportation & Public Utilities	120	107	89.2%	$2,329
F. Wholesale Trade	149	137	91.9%	$2,275
G. Retail Trade	399	281	70.4%	$1,593
H. Finance, Insurance, & Real Estate	200	191	95.5%	$1,931
I. Services	1,565	1,361	87.0%	$2,201
J. Public Administration	144	132	91.7%	$2,339
K. Nonclassifiable Entities	0	—	—	$0
Industry Unknown	1	1	100.0%	$1,837
Total	**2,962**	**2,569**	**86.7%**	**$2,147**
	All ND Wage Employees		78.5%	$2,142

1/ Full time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) ($1,854).

Figure 23-A

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota
One Year After Graduation Median Monthly Wages by Industry of Employment



* Full time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) ($1,854).
** Median monthly wages for all North Dakota full-time wage employees.

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Table 23-B shows that within the service industry, graduates in engineering and management services earn the highest median monthly wage with $2,726 per month followed by educational services employees at $2,455 per month.

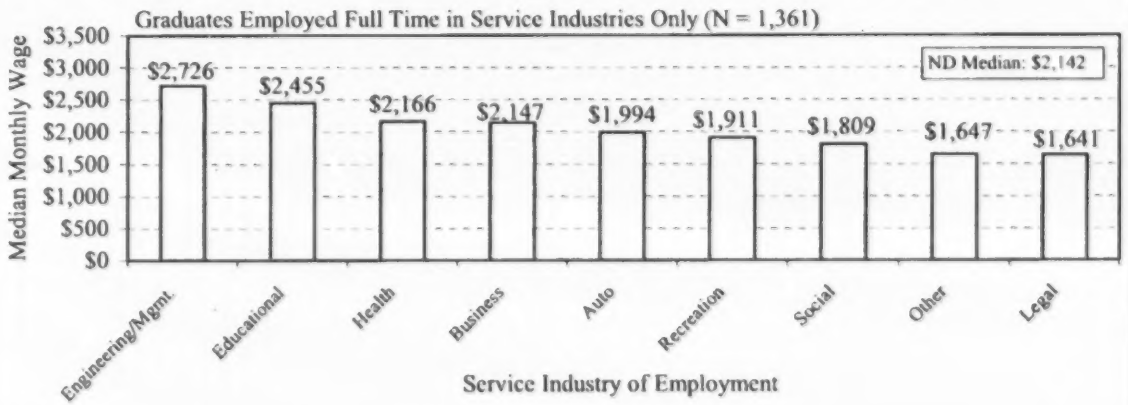
Table 23-B

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota
One Year After Graduation In Service Industries Only
Median Monthly Wages by Service Industry of Employment

Service Industry	Employed Graduates	Employed Full Time (estimated) 1/	Percent Full Time (of employed)	Median Monthly Wages (of full time)
73 Business Services	207	175	84.5%	$2,147
75 Auto Repair, Services, and Parking	24	23	95.8%	$1,994
79 Amusement and Recreation Services	49	26	53.1%	$1,911
80 Health Services	414	365	88.2%	$2,166
81 Legal Services	34	26	76.5%	$1,641
82 Educational Services	520	480	92.3%	$2,455
83 Social Services	161	134	83.2%	$1,809
87 Engineering and Management Services	87	79	90.8%	$2,726
Other Service Industries	69	53	76.8%	$1,647
Total	**1,565**	**1,361**	**87.0%**	**$2,201**
All ND Wage Employees			78.5%	$2,142

1/ Full time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) ($1,854).

Figure 23-B
North Dakota University System
Academic Year 2000 Graduates Employed in Service Industries in ND
One Year After Graduation Median Monthly Wages by Service Industry



* Full time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) ($1,854)
** Median montly wages for all North Dakota full-time wage employees.

As shown in Table/Figure 24, the overwhelming majority of graduates are employed in the private sector, where they earn slightly less ($2,043 per month) than the state average wage of $2,147 per month. Graduates employed in local government earned a median monthly wage of $2,430 and were most likely to be employed full time (92.2%).

Table 24

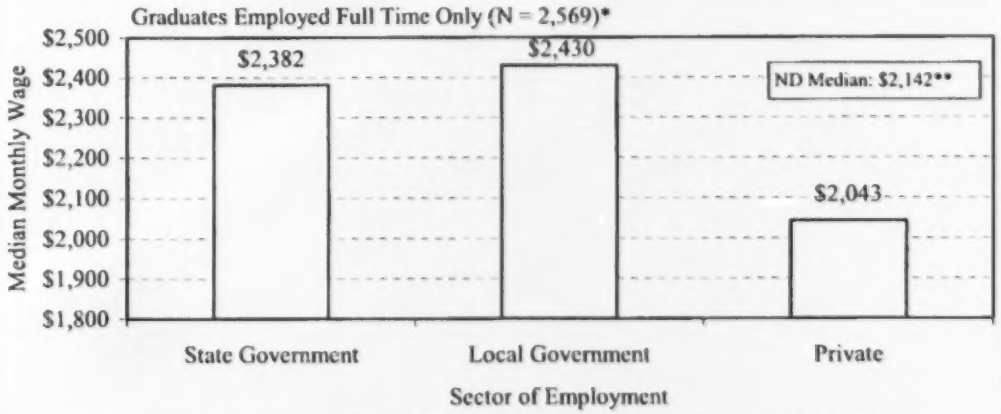
North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota One Year After Graduation
Median Monthly Wages by Sector of Employment

Employment Sector	Employed Graduates	Employed Full Time (estimated) 1/	Percent Full Time (of employed)	Median Monthly Wages (of full time)
State Government	276	248	89.9%	$2,382
Local Government	449	414	92.2%	$2,430
Private	2,236	1,906	85.2%	$2,043
Sector Unknown	1	1	100.0%	$1,837
Total	**2,962**	**2,569**	**86.7%**	**$2,147**
		All ND Wage Employees	78.5%	$2,142

1/ Full time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) ($1,854).

Figure 24

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota
One Year After Graduation Median Monthly Wages by Sector of Employment



* Full time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) ($1,854)
** Median monthly wages for all North Dakota full-time wage employees.

Table 25 provides information regarding the median monthly wages of graduates employed full time in North Dakota one year after graduation by area of study and degree level. For purposes of confidentiality, the table does not display information on area of study and degree level combinations that include fewer than five graduates. Overall this table shows a relatively clear relationship among area of study, degree level, and income.

Table 25

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota One Year After Graduation
Median Monthly Wages of Graduates Employed Full Time [1/]
by Area of Study and Degree Level

	One & Two-Year Programs				Graduate Programs			
Area of Study	**Certificate**	**Diploma**	**Associates**	**Bachelors**	**Masters**	**Doctorate**	**Professional**	**Total**
Agriculture & Natural Resources	---	---	$1,467	$2,500	$2,673	--- *	---	$2,017
Airway Sciences	---	---	---	$2,033	---	---	---	$2,033
Allied Health	$1,558	--- *	$1,782	---	---	---	---	$1,762
Architecture, Engineering, & Related	$2,234	---	$2,371	$3,741	$3,435	---	---	$3,000
Arts & Communications	--- *	---	$1,661	$1,816	$2,782	---	---	$1,788
Biological, Life, & Physical Sciences	---	---	---	$2,250	--- *	--- *	---	$2,285
Business Administrative Support	--- *	--- *	$1,496	$2,708	---	---	---	$1,593
Business & Management	$1,395	--- *	$1,867	$2,263	$3,472	---	---	$2,200
Construction, Electronics, & Mechanics	$1,945	$1,923	$2,168	---	---	---	---	$2,070
Family & Consumer Sciences, Fitness	--- *	---	$1,250	$1,772	--- *	---	---	$1,713
Health Sciences	--- *	---	$1,050	$2,667	$3,433	---	$4,995	$2,743
Humanities & Social Sciences	---	---	$1,420	$1,929	$2,834	$3,433	---	$2,035
Interdisciplinary & General Studies	---	---	$1,258	$2,124	---	---	---	$1,385
Law & Related	$2,027	---	$1,533	$2,049	---	---	$3,128	$1,962
Mathematics & Computer Science	---	---	--- *	$3,276	$3,680	---	---	$3,211
Teacher Education & Related	---	---	--- *	$2,031	$3,221	$4,377	---	$2,416
Area of Study Unknown	---	---	---	---	---	---	---	---
Total	**$1,853**	**$1,905**	**$1,775**	**$2,236**	**$3,137**	**$4,508**	**$4,544**	**$2,147**

1/ Full time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) ($1,854).
* Median wages calculated on fewer than five cases.

Information on median monthly wages of graduates employed full time in North Dakota one year after graduation by industry of employment and degree level is presented in Table 26-A.

Table 26-A

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota One Year After Graduation
Median Monthly Wages of Graduates Employed Full Time [1/]
by Industry of Employment and Degree Level

Standard Industrial Classification (SIC) Area	One & Two-Year Programs				Graduate Programs			
	Certificate	Diploma	Associates	Bachelors	Masters	Doctorate	Professional	Total
A. Agriculture, Forestry & Fishing	--- *	---	$1,579	$1,636	---	---	---	$1,596
B. Mining	--- *	---	$2,233	$1,696	---	---	---	$2,034
C. Construction	$1,983	--- *	$2,071	$3,049	---	---	---	$2,208
D. Manufacturing	$2,212	--- *	$1,977	$3,177	--- *	---	---	$2,392
E. Transportation & Public Utilities	$2,022	---	$2,573	$2,301	--- *	---	---	$2,329
F. Wholesale Trade	$1,770	--- *	$2,174	$2,590	$3,355	---	---	$2,275
G. Retail Trade	$1,836	$1,912	$1,214	$1,811	--- *	---	$5,113	$1,593
H. Finance, Insurance & Real Estate	--- *	--- *	$1,717	$2,076	--- *	---	---	$1,931
I. Services	$1,528	$1,909	$1,681	$2,212	$3,122	$4,542	$3,846	$2,201
J. Public Administration	$2,027	---	$2,092	$2,385	$3,236	--- *	--- *	$2,339
K. Nonclassifiable Entities	---	---	---	---	---	---	---	---
Industry Unknown	---	---	--- *	---	---	---	---	$1,837
Total	**$1,853**	**$1,905**	**$1,775**	**$2,236**	**$3,137**	**$4,508**	**$4,544**	**$2,147**

1/ Full time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) ($1,854).
* Median wages calculated on fewer than five cases.

More detailed information on graduates within service industries is provided in Table 26-B.

Table 26-B

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota
One Year After Graduation In Service Industries Only
Median Monthly Wages of Graduates Employed Full Time [1/]
by Industry of Employment and Degree Level

		One & Two-Year Programs				Graduate Programs			
Service Industry		Certificate	Diploma	Associates	Bachelors	Masters	Doctorate	Professional	Total
73	Business Services	$1,652	---	$1,514	$2,708	*	---	---	$2,147
75	Auto Repair, Services & Parking	$2,221	$2,073	$1,994	--- *	---	---	---	$1,994
79	Amusement & Recreation Services	---	---	$1,922	$1,883	--- *	---	---	$1,911
80	Health Services	$1,469	--- *	$1,705	$2,512	$3,499	--- *	$4,942	$2,166
81	Legal Services	---	---	$1,426	--- *	---	---	$3,083	$1,641
82	Educational Services	--- *	---	$1,916	$2,093	$3,160	$4,303	--- *	$2,455
83	Social Services	--- *	---	$1,482	$1,807	$2,506	--- *	---	$1,809
87	Engineering & Management Services	--- *	---	$1,922	$2,940	$3,092	--- *	--- *	$2,726
	Other Service Industries	--- *	---	$1,105	$1,975	--- *	---	---	$1,647
Total		**$1,528**	**$1,909**	**$1,681**	**$2,212**	**$3,122**	**$4,524**	**$3,846**	**$2,201**

1/ Full time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) ($1,854).
* Median wages calculated on fewer than five cases.

Appendix A:
CIP Tables

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Appendix A

Information in all of the previous tables was compiled by collapsing information across major CIP (classification of instructional program: 2000 edition) categories. For example, the agriculture and natural resources category actually includes CIP's from three different areas: agriculture business and production, agricultural services, and conservation and renewable natural resources. Since this more detailed information may be useful for planning and management purposes, it is included in tables in Appendix A. Table A1 shows the more detailed information on number of graduates by classification of instructional program area.

Table A1

North Dakota University System
Academic Year 2000 Graduates
by Classification of Instructional Program (CIP) Area

CIP Area Code	Classification of Instructional Program (CIP) Area	Graduates	Percent of Total
01	Agriculture, Agriculture Operations & Related Sciences	270	3.9%
03	Natural Resources & Conservation	42	0.6%
04	Architecture & Related Services	57	0.8%
05	Area, Ethnic, Cultural & Gender Studies	2	0.0%
09	Communication, Journalism & Related Programs	118	1.7%
11	Computer and Information Sciences & Support Services	118	1.7%
12	Personal & Culinary Services	10	0.1%
13	Education	796	11.5%
14	Engineering	411	5.9%
15	Engineering Technologies/Technicians	296	4.3%
16	Foreign Languages, Literatures & Linguistics	30	0.4%
19	Family & Consumer Sciences/Human Sciences	121	1.7%
22	Legal Professions & Studies	78	1.1%
23	English Language & Literature/Letters	96	1.4%
24	Liberal Arts & Sciences, General Studies & Humanities	455	6.6%
25	Library Science	0	0.0%
26	Biological & Biomedical Sciences	177	2.6%
27	Mathematics & Statistics	40	0.6%
30	Multi/Interdisciplinary Studies	48	0.7%
31	Parks, Recreation, Leisure & Fitness Studies	91	1.3%
38	Philosophy & Religious Studies	11	0.2%
40	Physical Sciences	95	1.4%
41	Science Technologies/Technicians	0	0.0%
42	Psychology	187	2.7%
43	Security & Protective Services	172	2.5%
44	Public Administration & Social Service Professions	106	1.5%
45	Social Sciences	238	3.4%
46	Construction Trades	79	1.1%
47	Mechanic & Repair Technologies/Technicians	249	3.6%
48	Precision Production	96	1.4%
49	Transportation & Materials Moving	227	3.3%
50	Visual & Performing Arts	79	1.1%
51	Health Professions & Related Clinical Sciences	995	14.3%
52	Business, Management, Marketing & Related Support Services	1,148	16.5%
	Subtotal	**6,938**	**100.0%**
	CIP Area Unknown	0	0.0%
	Total	**6,938**	**100.0%**

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Table A2 provides the detailed retention information.

Table A2

North Dakota University System
Status of Academic Year 2000 Graduates
One Year After Graduation by Classification of Instructional Program (CIP) Area

		Total Retained in North Dakota 1/		Employed in North Dakota Only 2/		Re-enrolled in NDUS Only 3/		Both Employed in ND and Re-enrolled in NDUS	
CIP Area	Graduates	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Agriculture, Agriculture Operations, & Related Sciences	270	130	48.1%	93	34.4%	15	5.5	22	8.1%
Natural Resources & Conservation	41	23	56.1%	16	39.0%	4	9.8%	3	7.3%
Architecture & Related Services	57	5	8.8%	5	8.8%	0	0.0%	0	0.0%
Area, Ethnic, Cultural, & Gender Studies	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Communication, Journalism, & Related Programs	116	47	40.5%	37	31.9%	4	3.4%	6	5.2%
Computer & Information Sciences & Support Services	117	44	37.6%	38	32.5%	2	1.7%	4	3.4%
Personal & Culinary Services	10	5	50.0%	5	50.0%	0	0.0%	0	0.0%
Education	784	408	52.0%	360	45.9%	15	1.9%	33	4.2%
Engineering	408	98	24.0%	80	19.6%	11	2.7%	7	1.7%
Engineering Technologies/Technicians	296	152	51.4%	138	46.6%	2	0.7%	12	4.1%
Foreign Languages, Literatures, & Linguistics	30	10	33.3%	6	20.0%	0	0.0%	4	13.3%
Family & Consumer Sciences/Human Sciences	121	60	49.6%	53	43.8%	3	2.5%	4	3.3%
Legal Professions & Studies	75	19	25.3%	17	22.7%	0	0.0%	2	2.7%
English Language & Literature/Letters	96	37	38.5%	23	24.0%	9	9.4%	5	5.2%
Liberal Arts & Sciences, General Studies, & Humanities	451	312	69.2%	156	34.6%	79	17.5%	77	17.1%
Library Science	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Biological & Biomedical Sciences	176	64	36.4%	38	21.6%	12	6.8%	14	8.0%
Mathematics & Statistics	40	11	27.5%	6	15.0%	4	10.0%	1	2.5%
Multi/Interdisciplinary Studies	48	19	39.6%	17	35.4%	2	4.2%	0	0.0%
Parks, Recreation, Leisure & Fitness Studies	88	29	33.0%	22	25.0%	2	2.3%	5	5.7%
Philosophy & Religious Studies	11	4	36.4%	3	27.3%	1	9.1%	0	0.0%
Physical Sciences	95	26	27.4%	11	11.6%	13	13.7%	2	2.1%
Science Technologies/Technicians	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Psychology	186	84	45.2%	52	28.0	19	10.2%	13	7.0%
Security & Protective Services	167	107	64.1%	86	51.5%	4	2.4%	17	10.2%
Public Administration & Social Service Professions	104	62	59.6%	56	53.8%	1	1.0%	5	4.8%
Social Sciences	237	102	43.0%	68	28.7%	16	6.8%	18	7.6%
Construction Trades	79	44	55.7%	41	51.9%	1	1.3%	2	2.5%
Mechanic & Repair Technologies/Technicians	249	166	66.7%	146	58.6%	10	4.0%	10	4.0%
Precision Production	96	63	65.6%	54	56.3%	4	4.2%	5	5.2%
Transportation & Materials Moving	224	23	10.3%	16	7.1%	4	1.8%	3	1.3%
Visual & Performing Arts	79	40	50.6%	28	35.4%	5	6.3%	7	8.9%
Health Professions & Related Clinical Sciences	983	456	46.4%	310	31.5%	79	8.0%	67	6.8%
Business, Management, Marketing & Related Support Services	1,139	656	57.6%	578	50.7	23	2.0%	55	4.8%
Program Area Unknown	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	**6,875** 4/	**3,306**	**48.1%**	**2,559**	**37.2%**	**344**	**5.0%**	**403**	**5.9%**

1/ Does not account for graduates who were in North Dakota but unemployed, employed in jobs not covered by unemployment insurance, or attending private colleges.
2/ Total graduates employed in ND = "Employed in ND Only" + "Both Employed in ND and Re-enrolled in the NDUS."
3/ Total graduates re-enrolled in NDUS = "Re-enrolled in NDUS Only" + "Both Employed in ND and Re-enrolled in the NDUS."
4/ Excludes 63 graduates for whom invalid social security numbers were reported.

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Table A3 provides more detailed CIP information by industry of employment,

Table A3

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota One Year After Graduation
by Classification of Instructional Program (CIP) Area and Industry of Employment

	Standard Industrial Classification (SIC) Area											
CIP Area	Agriculture, Forestry, and Fishing	Mining	Construction	Manufacturing	Transportation and Public Utilities	Wholesale Trade	Retail Trade	Finance, Insurance, & Real Estate	Services	Public Admin.	Industry Unknown	Total
Agriculture, Agriculture Operations, & Related Sciences	10	0	3	7	6	25	13	11	38	2	0	69
Natural Resources & Conservation	1	1	2	1	0	1	2	0	6	5	0	19
Architecture & Related Services	0	0	0	0	0	0	2	0	3	0	0	5
Area, Ethnic, Cultural, & Gender Studies	0	0	0	0	0	0	0	0	0	0	0	0
Communication, Journalism, & Related Programs	0	0	0	4	7	3	3	1	25	0	0	43
Computer & Information Sciences & Support Services	0	0	0	3	6	0	3	4	26	1	0	42
Personal & Culinary Services	0	0	0	1	0	0	2	0	2	0	0	5
Education	0	0	2	5	3	1	17	7	350	8	0	393
Engineering	1	0	16	35	5	1	3	0	25	1	0	87
Engineering Technologies/Technicians	1	0	53	20	24	9	9	1	28	5	0	150
Foreign Languages, Literatures, & Linguistics	0	0	0	0	0	0	1	0	9	0	0	10
Family & Consumer Sciences/Human Sciences	0	0	0	0	1	3	10	4	34	5	0	57
Legal Professions & Studies	0	0	0	0	0	0	2	1	12	4	0	19
English Language & Literature/Letters	0	0	0	3	1	1	3	1	19	0	0	28
Liberal Arts & Sciences, General Studies, & Humanities	3	0	6	7	10	5	72	21	102	7	0	233
Library Science	0	0	0	0	0	0	0	0	0	0	0	0
Biological & Biomedical Sciences	0	0	1	0	2	4	8	4	32	1	0	52
Mathematics & Statistics	0	0	0	0	0	0	2	0	5	0	0	7
Multi/Interdisciplinary Studies	0	1	0	1	2	0	2	0	7	4	0	17
Parks, Recreation, Leisure & Fitness Studies	1	0	1	0	1	3	2	1	17	1	0	27
Philosophy & Religious Studies	0	0	0	0	0	0	0	0	3	0	0	3
Physical Sciences	0	0	0	0	0	1	2	1	9	0	0	13
Science Technologies/Technicians	0	0	0	0	0	0	0	0	0	0	0	0
Psychology	0	0	0	3	4	3	9	3	40	3	0	65
Security & Protective Services	0	0	2	1	7	1	14	4	28	46	0	103
Public Administration & Social Service Professions	0	0	0	0	1	0	3	0	45	12	0	61
Social Sciences	1	0	1	3	3	2	14	9	48	5	0	86
Construction Trades	1	0	23	1	11	3	2	0	2	0	0	43
Mechanic & Repair Technologies/Technicians	3	4	18	7	3	39	50	0	32	0	0	156
Precision Production	0	5	5	35	0	2	4	0	7	1	0	59
Transportation & Materials Moving	1	0	1	1	0	0	0	1	15	0	0	19
Visual & Performing Arts	0	0	0	6	0	2	11	2	14	0	0	35
Health Professions & Related Clinical Sciences	3	0	4	0	3	2	48	2	311	4	0	377
Business, Management, Marketing & Related Support Services	1	6	21	37	20	38	86	122	271	30	0	633
Program Area Unknown	0	0	0	0	0	0	0	0	0	0	0	0
Total	**27**	**17**	**159**	**181**	**120**	**149**	**399**	**200**	**1,565**	**144**	**1**	**2,962**

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and Table A4 provides the specific service industry of employment information.

Table A4

North Dakota University System
Academic Year 2000 Graduates
Employed in North Dakota One Year After Graduation In Service Industries
by Classification of Instructional Program (CIP) Area and Service Industry of Employment

	Service Industry									
CIP Area	Business Services	Auto Repair, Services, & Parking	Amusement & Recreation Services	Health Services	Legal Services	Educational Services	Social Services	Engineering & Management Services	Other Service Industries	Total
Agriculture, Agriculture Operations, & Related Sciences	7	1	4	1	0	18	2	4	1	38
Natural Resources & Conservation	2	0	0	1	0	2	0	0	1	6
Architecture & Related Services	0	0	0	1	0	1	0	1	0	3
Area, Ethnic, Cultural, & Gender Studies	0	0	0	0	0	0	0	0	0	0
Communication, Journalism, & Related Programs	5	1	3	0	0	8	6	1	1	25
Computer & Information Sciences & Support Services	18	0	1	3	0	1	0	2	1	26
Personal & Culinary Services	0	0	0	2	0	0	0	0	0	2
Education	4	0	2	3	1	313	20	2	5	350
Engineering	3	0	0	0	0	4	0	17	1	25
Engineering Technologies/Technicians	5	0	2	1	0	7	1	8	4	28
Foreign Languages, Literatures, & Linguistics	1	0	0	2	0	5	0	0	1	9
Family & Consumer Sciences/Human Sciences	4	0	0	7	0	7	9	1	2	30
Legal Professions & Studies	1	0	0	0	10	1	0	0	0	12
English Language & Literature/Letters	5	1	1	0	0	8	1	0	3	19
Liberal Arts & Sciences, General Studies, & Humanities	17	0	3	27	1	17	18	4	15	102
Library Science	0	0	0	0	0	0	0	0	0	0
Biological & Biomedical Sciences	1	0	4	7	0	15	0	3	2	32
Mathematics & Statistics	0	0	0	1	0	4	0	0	0	5
Multi/Interdisciplinary Studies	1	0	0	4	0	1	0	0	1	7
Parks, Recreation, Leisure & Fitness Studies	3	0	3	5	0	0	3	0	3	17
Philosophy & Religious Studies	0	0	0	1	0	1	1	0	0	3
Physical Sciences	0	0	0	1	0	5	0	2	1	9
Science Technologies/Technicians	0	0	0	0	0	0	0	0	0	0
Psychology	2	0	3	9	1	9	12	1	3	40
Security & Protective Services	8	0	1	6	0	3	10	0	0	28
Public Administration & Social Service Professions	1	0	1	10	0	5	28	0	0	45
Social Sciences	12	0	1	3	2	11	14	3	2	48
Construction Trades	1	0	0	1	0	0	0	0	0	2
Mechanic & Repair Technologies/Technicians	3	20	0	1	0	5	0	0	3	32
Precision Production	3	0	2	0	0	1	0	1	0	7
Transportation & Materials Moving	1	0	0	0	0	14	0	0	0	15
Visual & Performing Arts	4	0	0	1	0	6	1	1	1	14
Health Professions & Related Clinical Sciences	6	1	5	261	0	15	20	1	2	311
Business, Management, Marketing & Related Support Services	89	0	13	55	19	32	12	35	16	271
Program Area Unknown	0	0	0	0	0	0	0	0	0	0
Total	**207**	**24**	**49**	**414**	**34**	**520**	**161**	**87**	**69**	**1,565**

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Table A5 provides employment and wage information for each more detailed CIP categories.

Table A5

North Dakota University System
Academic Year 2000 Graduates Employed in North Dakota One Year After Graduation
Median Monthly Wages by Classification of Instructional Program (CIP) Area

CIP Area	Graduates	Employed in North Dakota [1/]	Percent Employed in North Dakota	Employed Full Time (estimated) [2/]	Percent Full Time (of employed)	Median Monthly Wages (of full time) [4/]
Agriculture, Agriculture Operations, & Related Sciences	270	115	42.6%	88	76.5%	$2,076
Natural Resources & Conservation	41	19	46.3%	13	68.4%	$1,668
Architecture & Related Services	57	5	8.8%	3	60.0%	
Area, Ethnic, Cultural, & Gender Studies	2	0	0.0%	0	0.0%	
Communication, Journalism, & Related Programs	116	43	37.1%	39	90.7%	$1917
Computer & Information Sciences & Support Services	117	42	35.9%	38	90.5%	$3,308
Personal & Culinary Services	10	5	50.0%	4	80.0%	
Education	784	393	50.1%	360	91.6%	$2,416
Engineering	408	87	21.3%	81	93.1%	$3,795
Engineering Technologies/Technicians	296	150	50.7%	136	90.7%	$2,378
Foreign Languages, Literatures, & Linguistics	30	10	33.3%	7	70.0%	$2,405
Family & Consumer Sciences/Human Sciences	121	57	47.1%	52	91.2%	$1,759
Legal Professions & Studies	75	19	25.3%	18	94.7%	$2,810
English Language & Literature/Letters	96	28	29.2%	23	82.1%	$2,137
Liberal Arts & Sciences, General Studies, & Humanities	451	233	51.7%	164	70.4%	$1,357
Library Science	0	0	0.0%	0	0.0%	
Biological & Biomedical Sciences	176	52	29.6%	36	69.2%	$2,139
Mathematics & Statistics	40	7	17.5%	6	85.7%	$2,213
Multi/Interdisciplinary Studies	48	17	35.4	17	100.0%	$2,201
Parks, Recreation, Leisure & Fitness Studies	88	27	30.7%	23	85.2%	$1,615
Philosophy & Religious Studies	11	3	27.3%	3	100.0%	
Physical Sciences	95	13	13.7%	12	92.3%	$2,820
Science Technologies/Technicians	0	0	0.0%	0	0.0%	
Psychology	186	65	35.0%	53	81.5%	$1,874
Security & Protective Services	167	103	61.7%	93	90.3%	$1,899
Public Administration & Social Service Professions	104	61	58.7%	58	95.1%	$2,481
Social Sciences	237	86	36.3%	67	77.9%	$1,900
Construction Trades	79	43	54.4%	37	86.1%	$1,940
Mechanic & Repair Technologies/Technicians	249	156	62.7%	149	95.5%	$2,071
Precision Production	96	59	61.5%	49	83.1%	$2,228
Transportation & Materials Moving	224	19	8.5%	16	84.2%	$2,033
Visual & Performing Arts	79	35	44.3%	30	85.7%	$1,755
Health Professions & Related Clinical Sciences	983	377	38.4%	318	84.4%	$2,358
Business, Management, Marketing & Related Support Services	1,139	633	55.6%	576	91.0%	$2,041
Program Area Unknown	0	0	0.0%	0	0.0%	
Total	**6,875** [3/]	**2,962**	**43.1%**	**2,569**	**86.7%**	**$2,147**
			All ND Wage Employees	78.5%		$2,142

1/ Does not account for graduates who were in North Dakota but employed in jobs not covered by unemployment insurance.
2/ Full time employment is estimated as quarterly wages equal to or greater than: (minimum wage x 30 hours per week x 12 weeks) ($1,854).
3/ Excludes 63 graduates for whom invalid social security number were reported.
4/ In the case where the number of graduates employed full-time is less than 5, the median monthly wage is not shown.

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Appendix B:
Methodological Notes

Appendix B

Important information for interpretation of the tables in this report is found in Appendix B. Appendix B describes how CIP categories were collapsed into academic areas of study. Also included in Appendix B is a description of how more detailed service industry classifications were collapsed into the more general category of divisions in the SIC classification. The information found in Appendix B is critical to accurately interpret the information found in the tables in this report. **Tables in this report should not be distributed without being accompanied by these methodological notes.**

Follow-up Cohort

- The academic year 2000 graduate cohort, upon which this report is based, includes 6,938 persons who were awarded degrees (including certificate programs and diplomas) from NDUS campuses between July 1, 1999 and June 30, 2000. Graduate data was obtained from the North Dakota Higher Education Computer Network.

- Fourteen persons were awarded two degrees during the 2000 academic year. For the present analyses, each was counted only once, by the highest degree awarded, or by the most recent degree if both were of the same level.

- Two majors were reported for 238 of the 6,938 graduates. The first major listed in each record was used in all tables describing the fields of study of graduates. In 118 of the 238 cases, both majors were identified by the same two-digit Classification of Instructional Program (CIP) code (2000 edition), indicating that the general areas of study were similar.

- The age of graduates represents age (last birthday) at the time (month/year) the degree was awarded.

- The state of residency of graduates represents residency status in NDUS as of the most recent enrollment period prior to the date the degree was awarded.

- The area of study of graduates represents general categories derived, by NDUS personnel, from reported CIP codes. The reported categories encompass the following CIP code ranges:

Agriculture and Natural Resources
- Agriculture, Agriculture Operations, and Related Sciences (01.0101 - 01.9999)
- Natural Resources and Conservation (03.0101 - 03.9999)

Airway Sciences
- Transportation and Materials Moving (49.0101 - 49.9999)

Allied Health
- Dental Services (51.0601 - 51.0699)
- Health and Medical Administrative Services (51.0701 - 51.0799)
- Allied Health and Medical Assisting Services (51.0801 - 51.0806)
- Clinical/Medical Laboratory Technician (51.1004)
- Psychiatric/Mental Health Services Technician (51.1502)
- Nursing (excluding R.N. and Post-R.N. training) (51.1613 - 51.1699)

Architecture, Engineering, and Related
- Architecture and Related Services (04.0201 - 04.9999)
- Engineering (14.0101 - 14.9999)
- Engineering Technologies/Technicians (15.0101 - 15.9999)

Arts and Communication

- Communication, Journalism and Related Programs (09.0101 - 09.9999)
- Visual and Performing Arts, General (50.0101 - 50.9999)

Biological, Life, and Physical Sciences

- Biological Sciences/Life Sciences (26.0101 - 26.9999)
- Physical Sciences (40.0101 - 40.9999)

Business Administrative Support

- Office Management and Supervision (52.0204)
- Administrative Assistant and Secretarial Science (52.0401 - 52.0499)

Business and Management

- Business, Management, and Marketing (52.0101 - 52.0203; 52.0205 - 52.0399; 52.0601 - 52.999)

Construction, Electronics, and Mechanics

- Science Technologies/Technicians (41.0101 - 41.9999)
- Construction Trades (46.0101 - 46.9999)
- Mechanics and Repairers (47.0101 - 47.9999)
- Precision Production Trades (48.0101 - 48.9999)

Family and Consumer Sciences, Fitness Related

- Personal and Culinary Services (12.0101 - 12.9999)
- Family and Consumer Sciences/Human Services (19.0101 - 19.9999)
- Parks, Recreation, Leisure, and Fitness Studies (31.0101 - 31.9999)

Health Sciences

- Health Professions and Related Clinical Sciences (51.0203 - 51.0204; 51.0808 - 51.1002; 51.1005 - 51.1501; 51.1601; 51.2001 - 51.9999)

Humanities and Social Sciences

- Area, Ethnic, Cultural, and Gender Studies (05.0101 - 05.9999)
- Foreign Languages, Literatures, and Linguistics (16.0101 - 16.9999)
- English Language and Literature/Letters (23.0101 - 23.9999)
- Humanities/Humanistic Studies (24.0103)
- Library Science (25.0101 - 25.9999)
- Philosophy and Religious Studies (38.0101 - 38.9999)
- Psychology (42.0101 - 42.9999)
- Public Administration and Social Service Professions (44.0201 - 44.9999)
- Social Sciences (45.0101 - 45.9999)

Interdisciplinary and General Studies

- Liberal Arts and Sciences, General Studies and Humanities (24.0101 - 24.0102)
- Multi/Interdisciplinary Studies (30.0101 - 30.9999)

Law and Related

- Security and Protective Services (43.0101 - 43.9999)
- Legal Professions and Studies (22.0101 - 22.0199)

Mathematics and Computer Science

- Computer and Information Sciences and Support Services (11.0101 - 11.9999)
- Mathematics and Statistics (27.0101 - 27.9999)

Teacher Education and Related

- Education (13.0101 - 13.9999)

NDUS Enrollment Status

- The NDUS enrollment status of graduates was determined by linking the social security numbers of graduates to a list of NDUS enrollees for the Fall 2000 term. Enrollment data was obtained from the North Dakota Higher Education Computer Network.

North Dakota Employment Status

- The ND employment status of graduates was determined by linking the social security numbers of graduates to fourth quarter 2001 unemployment insurance (UI) wage records. Quarterly UI wage data contain employer-reported quarterly earnings for all persons employed in jobs covered by unemployment insurance. The data also include Standard Industrial Classification (SIC) and sector codes for each reporting employer.

- UI wage data do not account for persons who are self employed or employed in jobs not covered by unemployment insurance (i.e., federal, railroad).

- UI wage data are total wages earned for a quarter. Monthly wages in this report are quarterly wages divided by 3 (months in a quarter). This understates the monthly wages of persons who were employed for less than three full months during the quarter.

- UI wage data include wages paid to both full and part time employees but do not contain any fields from which they can be distinguished. Full time employment is estimated for this report as quarterly wages equal to or greater than (minimum wage x 30 hours per week x 12 weeks) or (5.15 x 30 x 12 =$1,854) for fourth quarter 2001 wages.

- Industry of employment categories used in this report are the general "Divisions" of the SIC classification, which encompass the following "Major Group" or two-digit SIC categories. Service industries are reported at this (two-digit) level.

A. Agriculture, Forestry, and Fishing

- Agricultural Production--Crops (01)
- Agricultural Production--Livestock (02)
- Agricultural Services (07)
- Forestry (08)
- Fishing, Hunting, and Trapping (09)

B. Mining

- Metal Mining (10)
- Coal Mining (12)
- Oil and Gas Mining (13)
- Nonmetallic Minerals, Except Fuels (14)

C. Construction

- General Building Contractors (15)
- Heavy Construction other than Building Construction (16)
- Special Trade Contractors (17)

D. Manufacturing

- Food and Kindred Products (20)
- Tobacco Products (21)
- Textile Mill Products (22)
- Apparel and other Textile Products (23)
- Lumber and Wood Products (24)
- Furniture and Fixtures (25)
- Paper and Allied Products (26)
- Printing and Publishing (27)
- Chemical and Allied Products (28)
- Petroleum and Coal Products (29)
- Rubber and Misc. Plastic Products (30)
- Leather and Leather Products (31)
- Stone, Clay, and Glass Products (32)
- Primary Metal Industries (33)
- Fabricated Metal Products (34)
- Industrial Machinery and Equipment (35)
- Electronic and other Electric Equipment (36)
- Transportation Equipment (37)
- Instruments and Related Products (38)
- Miscellaneous Manufacturing Industries (39)

E. Transportation and Public Utilities

- Railroad Transportation (40)
- Local and Interurban Passenger Transit (41)
- Trucking and Warehousing (42)
- U.S. Postal Service (43)
- Water Transportation (44)
- Transportation by Air (45)
- Pipelines, other than Natural Gas (46)
- Transportation Services (47)
- Communications (48)
- Electric, Gas, and Sanitary Services (49)

F. Wholesale Trade

- Wholesale Trade--Durable Goods (50)
- Wholesale Trade--Nondurable Goods (51)

G. Retail Trade

- Building Materials and Garden Supplies (52)
- General Merchandise Stores (53)
- Food Stores (54)
- Automotive Dealers and Service Stations (55)
- Apparel and Accessory Stores (56)
- Furniture and Home Furnishings Stores (57)
- Eating and Drinking Places (58)
- Miscellaneous Retail (59)

H. Finance, Insurance, and Real Estate

- Depository Institutions (60)
- Non-depository Institutions (61)
- Security and Commodity Brokers (62)
- Insurance Carriers (63)
- Insurance Agents, Brokers, and Service (64)
- Real Estate (65)
- Holding and other Investment Offices (67)

I. Services

- Hotels and other Lodging Places (70)
- Personal Services (72)
- Business Services (73)
- Auto Repair, Services, and Parking (75)
- Miscellaneous Repair Services (76)
- Motion Pictures (78)
- Amusement and Recreation Services (79)
- Health Services (80)
- Legal Services (81)
- Educational Services (82)
- Social Services (83)
- Museums, Botanical, Zoological Gardens (84)
- Membership Organizations (86)
- Engineering and Management Services (87)
- Private Households (88)
- Miscellaneous Services (89)

J. Public Administration

- Executive, Legislative, and General (91)
- Justice, Public Order, and Safety (92)
- Finance, Taxation, and Monetary Policy (93)

- Administration of Human Resources (94)
- Environmental Quality and Housing (95)
- Administration of Economic Programs (96)
- National Security and International Affairs (97)

K. Nonclassifiable Establishments

- Nonclassifiable Establishments (99)

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